BH Advanced Searches (Technical)

**11191 - Java SW Engineer – Caterpillar, Chicago IL**

**Must Haves:**

* At least 4 year Degree
* 5+ years Java or Scala OR at least 3+ years with Master’s Degree
* Java 8 or above
* AWS (Amazon Web Services)
* Writing Algorithms from raw data (from scratch development)

**Nice to Haves:**

* Kubernetes / Docker
* Jenkins or any other CI/CD
* Kafka or any “streaming tech”

**Searches:**

1. Find me candidates with at least a BA Degree, experience with Java, cloud experience within AWS or Azure, within 30 miles of Chicago, IL **(139 results)**
2. Plus experience with Kubernetes OR Docker **(12 results)**
3. Plus Jenkins or any other CI/CD **(8 results)**
4. Plus any Kafka or “streaming Technology” **(4 results)**
5. The client informed us that they have a small office in Dallas, TX and Charlotte, NC they are also open to this person sitting there, run the same search within 30 miles of both cities **(2 results Dallas, 2 results Charlotte)**
6. **Bonus** – Based on your searches and understanding of the role, find your “best” candidates (choose 3 total and pick 1 favorite and WHY)

**4361 - Sr .NET Developer – AMLI – Chicago IL**

**Must Haves:**

* C#, ASP.NET, MVC Framework
* SQL (Microsoft / windows background)
* TFS
* API experience

**Nice to Haves:**

* Like a degree, not required though
* Smaller team size ( jack of all trades)
* IIS
* TeamCity
* Azure SQL DB experience

**Searches:**

1. Find me candidates with C#, ASP.NET, MVC framework, SQL, TFS and Web API experience within 30 miles of Chicago, IL **(137 results)**
2. Plus IIS experience **(65 results)**
3. Plus Teamcity **(7 results)**
4. Plus Azure or any cloud experience **(2 results)**
5. **Bonus** – Based on your searches and understanding of the role, find your “best” candidates (choose 3 total and pick 1 favorite and WHY)

**11270 – Sr Back-End Developer (C#, .NET, SQL) – Autobooks, Detroit, MI**

**Must Haves:**

* Agile
* C#
* .NET (object oriented design / development)
* Microsoft SQL Server
* ASP.NET
* Visual Studio
* MVC, Entity Framework

**Nice to Haves:**

* Knowledge of SSIS, SSRD, SSAS and LINQ
* NHibernate / ORM’s
* Mobile App Development

**Searches:**

1. Find me candidates with all of the “must haves” within 30 miles of Detroit, MI **(47 results)**
2. Plus one of these : SSIS, SSRD, SSAS, LINQ **(36 Results)**
3. Plus NHibernate or ORM’s **(7 results)**
4. Plus some mobile experience **(5 results)**
5. Based on your total results, pick your top 3 candidates for the role and your favorite and WHY)

**11759 – Java Developer – Domino’s Ann Arbor, MI**

**Must Haves:**

* “Lead Level” understanding of Core Java 11 and above
* Spring Framework 5.x or higher / Spring Boot 2.x or higher
* Restful web services using JSON
* Agile and Test Driven Development (TDD)
* Experience with Junit, Mockito, Assert-J
* JMS and ActiveMQ
* Experience with database access using Spring JDBC template, JPA, Hibernate
* Experience with Testing tools such as Cucumber and Integration testing like Selenium and SoapUI
* Experience with continuous integration systems like Jenkins and build tools like Maven

**Nice to Haves:**

* 7+ years SW Dev experience
* Start-up environment experience
* Experience in a multi-tenant, multi-market or international eCommerce setting is desired

**Searches:**

1. Find me candidates with Java, Spring and boot frameworks, JSON experience and Agile within 30 miles of Ann Arbor MI **(9 results)**
2. With a long list of “must haves” and limited results within a limited search we need to get creative, consider some of the key words that might not be listed.
3. Find me Java experience with Spring and Boot experience with one of the following (Junit, Mockito, or Assert-j) (**6 Results)**
4. Find me Java experience with Spring and RESTful API’s Or JSON and JMS Or ActiveMQ and Jenkins or Maven **(12 results)**
5. Let’s focus on the “core Java” or Java 11 and above experience: Find me candidate with either “core java” or Java 11 experience and Spring and JSON and Jenkins and Maven experience **(11 results)**
6. Find me candidates with Java, Spring and Springboot with agile experience and JSON **(7 results)**
7. Find me candidates with java, spring and test driven development and junit or Mockito or assert-j experience within JMS knowledge **(7 results)**
8. Find me candidates with java, spring and test driven development with experience with Jenkins and Maven **(9 results)**
9. The client informed us that they need someone with more of the “must have” experience, they are open for someone one being remote 3-4 days a week, but want them to be onsite 1-2 days / week. Expand the search to 100 miles around Ann Arbor
   1. Find me a candidate with java and spring and Springboot and JSON and Agile and TDD experience. **(8 results)**

**12187 – JavaScript Developer – Pandora Media – Atlanta, GA**

**Must Haves:**

* 5 + years JavaScript
* Java
* React / Angular / Vue OR Android / Brightscript
* Typescript
* NodeJS
* TCP, UDP Or other networking protocols

**Nice to Haves:**

* CI/CD ( Jenkins, Codeship or CircleCI)
* SQL & NoSQL DB’s
* Kotlin

**Searches:**

1. Find me candidates with JavaScript, Java, Typescript and (react or angular or vue) or (android or Brightscript) experience within 30 miles of Atlanta, GA **(86 results)**
2. Let’s get more specific, add TCP or UDPexperience **(4 results)**
3. Let’s get even more specific with Ci/CD experience with either Jenkins, Codeship or CircleCI experience **(1 result)**
4. The manager is really looking for someone with Kotlin experience, scale the search back to Kotlin and JavaScript experience **(7 results)**
5. Get creative, remove Kotlin from your search and find your top 3 candidates and WHY

**12166 - Director of Technology – Essilor – Irving, TX**

**Must Haves:**

* 10+ years of progressively expanding leadership and management of Technical Teams
* 5+ years as and individual contributor in .NET environment
* 2 years as a lead developer / team lead on an Agile team
* 1 year of building cloud deployments / cloud architecture
* CI/CD , Source control, Agile / SCRUM
* Software Architecture ( Object Oriented, DB Design, Messaging, networking)
* JavaScript , SPA Framework (react or Vue preferred)

**Nice to Haves:**

* AWS ( cloud)

**Searches:**

1. With this being a Leadership role, we need to focus on titles as well as the technical stack involved, lets run an initial search for qualified candidates within 30 miles of Irving, TX.
   1. Find me candidates with a Manager or Director with experience within Lead and Architecture experience within .NET on an Agile / SCRUM team with JavaScript and AWS (cloud) experience with deployment knowledge **( 6 results)**
   2. For this specific search, we can find plenty of qualified Lead or Sr – Level Dev’s, but since we do not work Director / VP level roles often, this search would be best conducted off of LinkedIn.