

Technical Recruiter Training by Menemsha Group

Technology Training and Certification for IT Recruiting Professionals

Menemsha Group provides technology training and tech certifications for Information Technology (IT) recruiting professionals to expand their knowledge, improve conversion ratios and improve fill rates.

Through our library of online technology training courses, assessments, and experiential learning exercises, we enable tech recruiters with the technical knowledge to effectively engage, interview, and qualify IT professionals.



Introduction to the Software Development Lifecycle (SDLC)

Effectively interviewing, screening, and placing IT professionals requires a thorough understanding of the process engineering teams follow to design, develop, test, deploy, and maintain software applications.

This program teaches recruiters:

- How project teams mitigate risk and keep projects on schedule and on budget
- The different phases of the SDLC and activities performed during each phase
- The work artifacts and deliverables produced during each phase of the SDLC
- The roles and responsibilities of each team member during each phase of the SDLC
- Key interview questions to qualify candidates based on role, responsibility, and phase of the SDLC



Introduction to Software Development and Project Management Methodologies

Learn how and why software development methodologies have evolved over time, beginning with Waterfall and Iterative methodologies. We conclude with Agile, including Agile frameworks, Scrum, Kanban, and XP. IT recruiters will walk away with the ability to:

- Effectively qualify candidates requiring knowledge and experience working in a Waterfall, Iterative, and Agile environment
- Effectively qualify candidates requiring knowledge and experience working within the Scrum, Kanban, and XP frameworks
- Explain the common Agile approaches, including Kanban, Scrum, and Extreme Programming (XP)
- Engage candidates in a dialogue discussing the key elements of Scrum including the key roles, responsibilities, events, and artifacts
- Ask customers more informed questions when taking job orders



The Recruiter's Guide to Understanding Full-Stack Software Development

Get introduced to the key components that make up a tech stack, including the tools, programming languages, frameworks, libraries, and other technologies that work together to build digital products and solutions. IT recruiting professionals will be enabled with the competencies to:

- Explain the role and purpose of a front-end tech stack
- Apply relevant technical screening questions to qualify candidates for the three key technologies that make up the front-end tech stack including front-end frameworks
- Explain the role and purpose of a back-end tech stack
- Explain, screen, and qualify candidates for the relevant back-end skills including operating systems, web servers, database servers, programming languages, and back-end frameworks
- Distinguish the differences between front-end development and back-end development
- Understand and recognize the differences between the most common tech stacks, LAMP, MEAN, MERN, and MEVN and apply relevant screening questions to qualify candidates



The Recruiter's Guide to Understanding and Placing Cloud Computing Professionals

Gain technical knowledge of cloud computing, including how and why it has revolutionized and transformed business. IT recruiters will learn the benefits of cloud computing, and the three main cloud computing deployment models: Infrastructure as a Service, Platform as a Service, and Software as a Service. We also cover:

- Components of cloud architecture (hardware, virtualization, network, storage, security)
- Types of cloud architecture (public, private, hybrid)
- Cloud team structure, including roles, responsibilities, and skills
- How to interview cloud architects and cloud engineers



The Recruiter's Guide to Understanding, Qualifying, and Placing DevOps Engineering Professionals

DevOps has taken over the IT industry and changed how organizations develop software products, with DevOps expected to be one of the fastest-growing skills in the workforce. Take the first step in understanding DevOps and how to screen and qualify DevOps engineering professionals.

You will learn:

- The essential characteristics of a DevOps model, including a culture of shared responsibility, transparency, and embracing failure.
- The importance of CI/CD, continuous testing, continuous monitoring, continuous feedback, and continuous operations
- The value of the DevOps tools chain, including the most popular tools for each stage of the DevOps pipeline
- The importance of “shifting-left,” infrastructure-as-code, test-driven development, behavior-driven development, microservices, DevSecOps, and policy-as-code
- DevOps team structures, roles, and responsibilities
- Technical interview questions for screening and qualifying DevOps professionals



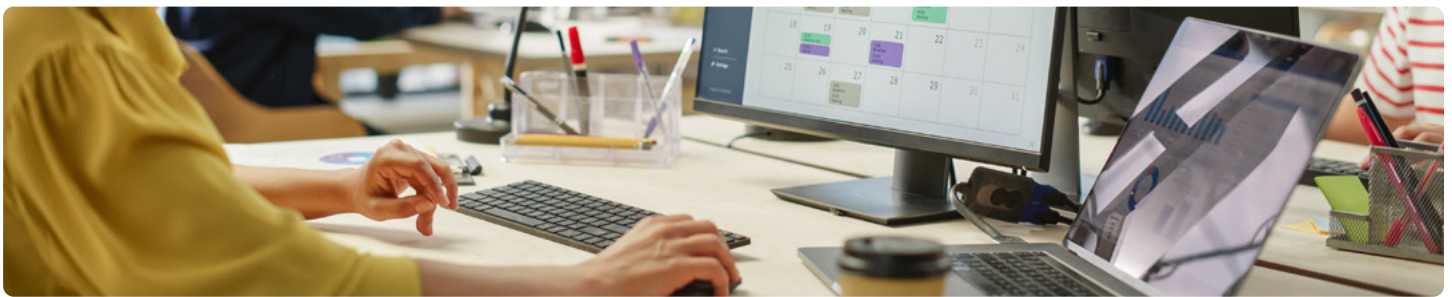


How to Interview, Screen, and Qualify a Business Analyst

The U.S. Bureau of Labor Statistics (BLS) expects the employment of business analysts to grow by 14% through 2028. With data growing at an all-time high, organizations are hiring business analysts in order to adopt a data-driven culture, innovate, and create new products and revenue streams to gain a competitive advantage.

Key learning objectives of this program include:

- The primary role and responsibilities of a Business Analyst
- The common activities and challenges of a Business Analysts
- The common work artifacts created by a Business Analyst
- The top skills and critical tools utilized by Business Analysts
- The key interviewing questions to qualify and place Business Analysts



Start Learning Today

At Menemsha Group, we offer a variety of sales and recruiting courses that are designed to create repeatable, scalable behaviors. Book a demo to see if our training programs are right for your team.

[SCHEDULE A DEMO](#)