

What is the developer hiring process?



Did you know, **less than 13% of UK developers** are actively looking for a job - so you're facing tough competition from other businesses to capture their attention.

The key to attracting developers is to understand that there is a developer hiring process. Stack Overflow gives you the insights, knowledge, tools, and support you need to reach, attract, and hire developer talent.



→ [Learn more](#)

1

Understand

Developers aren't commodities. And they want employers to get to know them before they start recruiting them. The first step in hiring developers is increasing your understanding of technical candidates and the **developer hiring landscape**.



96.7%

of UK developers are gainfully employed



63.4%

of UK developers say that salary matters the most when looking for a new job



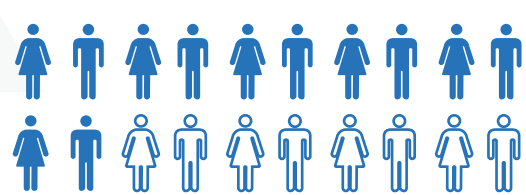
31%

claim to 'love' their jobs

2

Build

Once you understand developers and the challenges of the developer hiring landscape, the next step of the process is to **build your branding**, messaging, and tech hiring strategy. Developers want to know more about your company culture, mission, office space, and benefits.



42.6%

UK developers say that company culture is the third most important aspect when looking for a new job

3

Source

Developers don't rely on traditional job boards to discover new opportunities. Connect with them on the platforms they actually use on a daily basis. If you're struggling to source technical talent, it may be time to consider **hiring remote workers**.

25.7%

of developers in the UK currently work remotely



In **Finland 33%** of developers work remotely, in **Poland 29.8%** and in **Spain 29.5%** of the developer populations are not bound to an office space.



Job listings offering remote work receive 3-6 times more applications

4

Manage

Always be optimising. Don't just sit back after you've built and launched your developer hiring strategy and wait for applicants to come pouring in. Learn from past performance and put yourself in the best position to get the qualified developer candidates you need.

Download our free report which will help guide you through the process you need to recruit and hire developers.

- Learn about developers' likes and dislikes
- Understand the technical hiring landscape and learn how to start meaningful conversations with developers
- Discover why employer branding is important for technical recruitment
- Understand why it's important to constantly optimise your developer hiring strategy

For more information on Stack Overflow visit: business.stackoverflow.com/careers/uk

* 56,000 developers responded to Stack Overflows survey in 2016. They told us about their expectations and inspirations in their future careers.