

How to hire the best Node.js developers

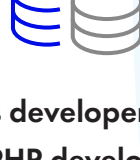
Guide by The Software House



Node.js developers market



Employers need twice as many Node.js devs as they have ^[1]



In the USA, Node.js developers earn **30% more** than PHP developers ^{[2][3]}



Total number of Node.js downloads in 2018: **+40%** ^[4]



Number of Node.js contributors increased by **40%** in 2019 (to an all-time high) ^[4]

1. <https://blog.hackerrank.com/early-tech-talent-trends/>

2. https://www.payscale.com/research/US/Job=NodeJS_Developer/Salary

3. https://www.payscale.com/research/US/Job=PHP_Software_Developer_%2F_Programmer/Salary

4. <https://nodesource.com/node-by-numbers>



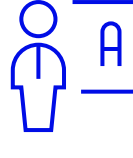
Desired skills of a Node.js developer

Junior



Willing to learn

Senior



Experienced as a mentor



Proficiency in JavaScript or TypeScript



A few years of experience in Node.js



Experience in Express.js or some other framework



Knowledge of SQL and/or NoSQL databases



Knowledge of a container solution (e.g. Docker)



Communicative English

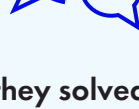
Alternatively, you can look for people with experience in another backend technology (PHP, Java, .NET) – if they're willing to transform into Node.js developers and you have the resources to train them.



Basic rules of carrying out the interview



Don't ask about theory only



Inquire how they solved development challenges in the past



Try pair programming



Don't make it longer than it has to be



Ideas for attracting candidates

Polished career page
Improve UX of your job offers web page

Direct Search on LinkedIn – Boolean

Make your searches more specific with AND/OR operators

Facebook groups

Use local JavaScript groups for extra outreach

Direct Search on LinkedIn – Quotes

Use quotes to search for exact phrases

Job portals

Reach more views with global and local job portals

Direct Search on LinkedIn – Parenthetical

Combine exact phrases with additional conditions

Internships

Raise your own Node.js devs through internship programs

X-ray searches on Google

Search for job-related results from a specific domain

Webinars

Position yourself as an expert with free webinars

Other search engines (Bing, DuckDuckGo)

Use search engines other than Google as well

Referral program

Pay bonuses for recommendations that resulted in a hire

Third-party conferences & events

Take part in popular Node.js and JavaScript events

Outdoor ads

Use outdoor ads to stand out in the digital era

Self-organized events

Organize a Node.js-themed event of your own



Useful recruitment tools

01

Recruitment management tools (e.g. Recrutee, Traffit)

02

Sourcing tools (e.g. LinkedIn Recruiter Lite, AmazingHiring)

03

Screening platforms (e.g. Codility, Devskiller)

04

B2B review services (Clutch)



Wanna skip searching for devs altogether?

Use top-of-the-line **Node.js outsourcing** at:

www.tsh.io