



Nowadays Data engineers play a significant role in the development of a company. With data-driven decision-making becoming the norm, data engineering has become one of the fastest-growing job roles, with a staggering 35% annual growth rate. So demand for those specialists has increased by 50% since 2018, there is a lack of talent on the market and companies face challenges on their way to finding a perfect candidate. So how to hire qualified talent to expand your business?

**The talent pool is limited, and the competition is fierce. But fear not: we've discovered some tricks of the trade.**

In 5.5 years, we managed to hire 36 data engineers, that work with Python, ETL, SQL, AutoML, Tensorflow, Data Warehouses, Apache Spark, Java, Scala, AWS and Apache Airflow. So we want to share some tips with you. Perhaps they will help you overcome difficulties and hire the best talent to ramp up your business.

**36**

**data engineers in 5.5 years**

**90%**

**of them Seniors or Team Leads**



**Python**



**ETL**



**SQL**



**AutoML**



**Tensorflow**



**Python ETL Data Warehouses**



**Apache Spark**



**Java**



**Scala**



**AWS**



**Apache Airflow**

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# FEATURES OF DATA ENGINEERS AS A GROUP OF SPECIALISTS

Data engineers are outstanding professionals, and due to the specificity of their profession, they have common features and characteristics as a group of specialists, and as a group of people with the same profession.

## The Brainy Bunch



Practically all candidates have either a scientific (engineering) or truly tough back-end background while possessing a critical mindset.

## Tech-savvy and Community-driven



They have a passion for innovations and like to work with well-described technologies with a strong community & environment at the same time.

## Project vs Perks: Candidates' Dilemma



When choosing between money & benefits and a new project, that includes new interesting technologies and non-standard tasks most of them would likely choose the latter.

## Big is Better



Candidates prefer to work in big enterprises instead of niche projects because operating with a large amount of data gives them more room for development.



## Data Geeks' Delight



Also, they prioritize fintech, e-commerce, and AI/ML projects because of their complexity in terms of data.

## Politeness Pays Off



They are very polite and interested in bringing the interview process to a close even if they already have a great offer.

## The Programming Playground



Python, R, Scala, and Java programming languages are used in data engineering, but most specialists switch to Python because of its large community and great technical documentation & description.

## Sharing is Caring



Data engineers like to teach, so they can organize some webinars for colleges to share their knowledge.

## The Talent Hunt



The hiring process for data engineers can take longer than other roles due to the scarcity of talent and the high competition for skilled professionals.



As Vitaliy Petkanych, head of Data Engineering, who we hired for our client, described to his colleagues:

"Data engineers are +/- the same engineers as others, the only thing that stands out is that they pay more attention to the nature of the input data and the quality of the output data. Because the price of a mistake is very high. We have fairly well-established tools, but the source data and formats are very different. That's why we need to keep our finger on the pulse of innovation".

## TIPS & TRICKS FOR HIRING A DATA ENGINEER

In order to find your perfect talent you should know how to build the interview properly. Here are some of our tips proven by our own over-5-year experience, on how to successfully find the most suitable candidate:



Their time is worth a lot, so they do not like to waste it on long conversations — everything is short and meaningful — they act in this way and expect it from companies.



Tell them about the team they will work in — you can lure them with top-notch specialists who will work side by side and from whom a data engineer can learn something new.



Describe the company's expansion vector and their role in it, because they are looking for long-term cooperation and big opportunities.



No home tasks, they prefer online coding sessions to show their knowledge here and now, such as real-time data architecture.



Tell them how they can develop within the company.



Be ready, that most of the candidates already occupy great positions and on top of that usually have several offers/opportunities simultaneously, so it would take 2-3 weeks to make a decision about your offer.



## NEWXEL SUCCESS-CASE IN HIRING A DATA ENGINEER

Our case study with one of our clients is a **perfect illustration of the insatiable appetite of data engineers for learning** and embracing new technologies.

We had **to hire a Python data engineer** for our client, while the majority of specialists were working with Java those years. A lot of talents applied for this position, willing to switch the tech stack even with a salary cut, because Python was at its peak of popularity at this time, so it was a great challenge for candidates to start operating with it. They were ready to start learning a unique programming language in order to create something new and big in the future.

But we managed to find **the most suitable candidate to fulfill our client needs** a bit differently. **Our perfect candidate turned out to be a true back-end developer, who had an experience with Python.** This case once again confirms that data engineers are specialists with a very solid technical/engineering background.

## TO SUM UP

As you can see, you have to follow some “rules” to hire a top-tier specialist. Those talents are wanted on the market and it becomes a challenge to find them. But if you want to relieve this search — contact us to get more info about cooperation with Newxel.

