



5 unique skills to look for in a software developer

Software development is a skillset that includes front-end developers, back-end developers, full-stack developers, web developers, mobile developers and more. Each specialization contains their own set of skills needed to make a good developer. But, it's the following list of unique skills set the great developers apart. These skills can't be determined through a hacker rank or another test, but through a one-on-one interview.



A quick learner: This is key when hiring an amazing developer. Finding someone who can pick up on new technologies quickly will elevate your whole team. When a candidate has this ability, their experience doesn't have to be perfect, or a binary match to your job description. Being a quick learner is a skill you can't teach. But, solid foundational coding knowledge will also make it easier for a quick learner to add tools to their development tool belt.



Continually educating themselves: A candidate who is furthering their knowledge will benefit your team more than one who isn't. What they did two to three years ago is more than likely outdated now. So, you need someone entrenched in the coding community and talking shop with their fellow coding aficionados. You want someone who takes a Kaizen (Japanese business philosophy of continuous improvement of working practices, personal efficiency, etc.) approach to their trade where they're constantly coming up with new solutions to problems, sharing their knowledge and gathering takeaways from their colleagues.



A jack of all trades: A good software developer, no matter their specialization, should have a basic, big picture understanding of how everything works together. This understanding lets them see the big picture and how they're contributing to the end goal. In addition, a developer worth hiring should know basic business logic. In the past, this wasn't a key skill for developers. But in today's environment, it's critical. A way to test if a candidate will be a good fit is to have them describe their previous projects and, more importantly, where they fit into the larger business strategy.



Methodology and process guru: You want to hire someone who fits into your project methodology. If your team operates using the Agile methodology, you want a developer who has extensive experience in that world. If they've only worked in a Waterfall environment, they're going to have difficulty thriving. Many organizations have their own flavor of Scrum, Agile, etc. so you're going to want to talk to the candidate about how your company operates and how that aligns with their experience.



Lone wolf or team player: Whether you look for a lone wolf or a team player depends on what kind of role you're hiring for. If you're looking for a developer who'll be working on their own to create a product or solution, common with small organizations, you may need someone who's able to work and thrive solo. On the other hand, if you're looking for a developer who'll be more of a contributor to the overall solution, you'll need someone who plays nice on a team. A team requires someone who can learn and grow from their teammates. When a software developer has primarily worked on individual products it can be hard for them to break away from that lone wolf mentality, so make sure you know beforehand.