

Tech Recruiting Firm – Myth Talent®

Background

Myth Talent, LLC, started in 2015 by two engineers who had been actively recruiting in the Central Virginia area for five years from within local companies including an *Inc 500* mobile development agency, an education tech company, and a digital health startup.

Community

We specialize in Central Virginia placements, where we (1) build tech community first and (2) hire out of that community second. Our team is actively involved in organization and leadership of many meetup groups and local tech events. Highlights:

- [beCamp](#) – This [BarCamp](#) is Charlottesville’s annual tech conference since 2007, where the agenda is set by participants. See the video on [becamp.org](#).
- [Girl Develop It](#) – One of the founding recruiters started the Central Virginia chapter in 2014, to provide affordable and judgment-free opportunities for women interested in learning web and software development.
- [PyCHO: Python meetup group](#) – One of the founding recruiters started a local Python language group in 2009 after attending the national conference, PyCon.

Approach

The *Myth* approach is to understand the technical, cultural, and business aspects of the employer, then to make thoughtful, well-screened introductions instead of sending prospective employers every resume that we have. As programmers and engineering managers ourselves, we can apply our own energy toward a successful introduction in order to allow teams to focus. Meanwhile, we are actively providing career counseling to tech professionals in the area to help them find their best fit and to focus their job search.

See our presentation [Getting & Filling \(Tech\) Jobs](#) for more on our perspective.

Services

We have successfully applied two approaches to our hiring services.

Independent Recruiter – We recruit and present candidates for consideration, and tailor our service to the specific needs of the employer. Terms involve a percentage of the new employee’s first-year annual salary.

Hiring Manager Consultant – When a team has many inbound leads of qualified candidates, we can screen and recommend candidates as consulting hiring managers with the employer. This process includes a first interview, a technical evaluation, and an introduction to the team. Terms involve an hourly rate for a premium consultant service.

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