TechSmith®

Show what you know

Tony Lambert – VP, Client Engineering

TechSmith screen capture software and solutions are perfect for anyone who wants to create and share images and videos for better training, tutorials, lessons, and everyday communication.

Founded in

1987

TechSmith has over

290

full-time employees and

24

interns

TechSmith has over

73

million users worldwide

TechSmith products
are distributed in over

193

countries

TechSmith®

Little About Me

Education

   MSU, Computer Science, 2000

   Masters MSU, Computer Science, 2002

U.S. Geological Survey (IT/Programmer)

At TechSmith for 19 years

Now lead about engineers on our Desktop and Mobile products

Hiring and Retention (COVID Impacts)

Improvements in Equitable hiring practices

1. Standardization throughout entire interview process
2. More diverse group of colleges
3. Removed "current salary" from application
4. Gender Decoders on postings
5. Reasonable accommodation verbiage
6. Training on Fair and Equitable interviewing practices
7. Everyone forced through app process

Interviewing Impacts

1. Career Fairs?
2. Full remote interviews?
    1. Whiteboard exercise?
    2. Lunch?
    3. Pair programming exercise?
3. How to Assess?
4. How do you sign forms? (Form-I9 for example)

New Hires Onboarding

1. For retention, it is critical that we create strong social connections among staff

2. How to get these folks the support they need to be successful

Internship Impacts

1. How do you run a fully remote internship?
2. How do you recreate social connection?
3. How do ensure adequate mentoring, support, and coaching?
4. How do you handle IT concerns? Do you ship an intern a computer? Ask them to log into a virtual machine remotely?

Existing, Experienced Staff

1. Pressure on for more remote/hybrid
2. Traditionally, we needed to be the best place to work in our area.
3. Now there are engineers working fully remote for the likes of Spotify, Netflix, Etsy, Firefox, SquareSpace, etc.

Pent up demand + Increased remote options = Time increasingly spent fending off talent competition

New Headquarters Building

TechSmith®