



Employment Bulletin

S P C I

VOLUME 17, ISSUE 1

WINTER, 2010

Has Technology Ruined the Job Search?

By Joe Gallaher

What if someone had told you 20 years ago that you would soon be able find open positions anywhere in the world by just typing a few keywords into your PC? And what if they went on to tell you that you could submit your resume for any of these jobs – instantly and for free – by just clicking a button or two? You would certainly think that process had been vastly improved. But has it really? In order to truly assess the effectiveness of modern technology (i.e., the Internet) as a job search tool, we need to first look back at the old method.

1990

Before Monster, Dice, and Career-Builder you used tools like newspapers, envelopes, and postage stamps to get a new job. You opened up the classifieds of your regional paper (yes, an actual hard copy – it was called a paper for a reason) and scanned the ads. When you found a job you were both qualified for and interested in, you typed a cover letter, printed a resume, addressed an envelope, affixed a postage stamp, took it to the mailbox, and waited a few days for the U.S. Mail to convey your credentials to a potential employer. Time consuming and archaic? Yes. Effective? Well let's compare it to today's process before drawing our conclusion.

2010

Type. Search. Attach. Click. Done.

Wow, that was fast. And free. Could it get any easier? Well, actually it could – if you had already set up email alerts you could have eliminated the Type/Search and gone straight to Attach/Click. When you consider a TCP/IP packet can circle the globe in a matter of seconds your future manager has probably started reading your

resume before you closed your browser. Now just sit back and wait for the phone to ring.

But it doesn't.

So what went wrong?

To understand the problem we need to compare the past and present processes from the employer's perspective. In the past, a company needing a CICS systems programmer puts an ad in the local paper. Since this advertising venue has a vastly smaller audience than the World Wide Web, its number of viewers will be substantially limited. And, because there is more effort and expense involved in applying (as described earlier) the typical job seeker would not submit their resume unless they were both reasonably qualified and genuinely interested in the advertised position. This obviously served to further limit

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SHARE Conference Seattle — March 14-18

SPCI Vendor Booth

If you will be attending the upcoming SHARE conference in March, please stop by the SPCI vendor booth (#405) and say hi to Joe Gallaher and Chris Evans. We are located in the main vendor area (South Hall 4A), diagonal to IBM and across from Neon Enterprise Software and MPI Technologies.

SPCI SHARE Presentation

Joe Gallaher, SPCI's founder and CEO, will be giving a presentation for SHARE's Professional Development Project. Here are details:

Topic: Resume Writing 101: A Real World Guide for the Main-frame Systems Programmer
Date/Time: Mon., Mar. 15, 12:15-1:15 pm
Location: Washington State Convention Center, Room 617
Program: Enterprise Data Center
Session: 5314

Make sure you get a seat early. In today's economic times this could be a popular session.

About Our Bulletin. . .

We realize that the majority of people who receive our employment bulletin are not looking for a job. Therefore this publication should NOT to be considered a solicitation for anyone to leave their current employer. Hopefully, though, it will still serve as a useful tool for anyone who wants to keep up with the current job trends in the marketplace. We always send out two copies of our newsletter to encourage people to share it with others. If you are not on our mailing list, but would like to be, email your address to Joe@SPCI.net or just give us a call. Those interested in responding to our ads, or just finding out more about the opportunities we represent, can contact us at one of our offices below:

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the number of applicants. The HR person (or the tech support manager's admin) then collected a very manageable population of resumes and plopped them on the manager's desk for review. At this point the TSM would go through a dozen or two resumes over lunch and decide who was worth bringing in for an interview. He (or she) would then eliminate the systems programmers who only installed CICS but did not support it. He removed the ones who just did backup CICS support. And he eliminated the one or two aspiring sys progs who only provided table maintenance. That left five or six people to bring in for an interview. It is somewhat time consuming, yet simple and effective.

The problem with today's "click and submit" technology is that it takes less time to apply for the job than it does to read the ad.

Let's look at the process today. What if that same company needs a CICS systems programmer? They put an ad on their website as well as a duplicate on one of the major job boards. The employer is now reaching an audience that is thousands of times larger than it would have by using the local print medium. But is this good or bad? The problem with today's "click and submit" technology is that it takes less time to apply for the job than it does to read the ad. If you are the applicant, why not just apply for anything close and let the employer decide if you are qualified? You can always say no if they call you to interview for a job you don't want. Even if you are not a fit, maybe they have something else (the popular "Thanks for your submittal, we will keep you on file" auto-response seems to validate this philosophy). And each and every successive keyword that is included in the ad will increase the responses exponentially. If CICS is required and DB2 is a plus, this might improve the chances of getting a CICS systems programmer with additional DB2 expertise. What it will definitely increase is the number of DB2 applications programmers and DBAs who apply. Is MQSeries preferred? More

resumes, many of which don't even have mainframe skills. Throw in a preference for CICS Web Services and here comes all the HTML developers.

Wait. We are not done – the resume queue is still filling up. How about the qualified systems programmers who have no intention of moving to the *required* location? ("I am sure once they interview me they will realize that I can do this job remotely.") Or the person without the green card? Or the contractor who only wants corp-to-corp work? More resumes.

What does all this mean?

In our original scenario there were a couple dozen resumes to review; now there are thousands. Not exactly a manageable population for the hiring manager to peruse over lunch. Consequently the initial resume review process is taken out of the hands of the person most qualified to do it and given to an internal recruiter who, in most cases, has no idea what a systems programmer does. For example, what if SMP/E is required and nobody without it should be considered qualified? A very common requirement for this type of job. Is it reasonable to expect someone in human resources to know that SMP/E expertise is implied if the person has installed CICS or applied CICS maintenance? Even if the reviewer is somewhat systems-savvy, it is easy to miss something with all the resumes that have to be gone through (keep in mind that this may be just one of many jobs for which the screener is responsible). Each individual resume may only get three to five seconds of consideration before being ruled out. Given this, it is no wonder most applicants feel like their submittals are going into a black hole.

Is there a solution?

This is where a good recruiter is critical to an effective job search. [Insert shameless plug for SPCI here.] When we are retained by an employer to find applicants for their systems management positions, it is not just because of our extensive contacts and exceptional reputation in the systems community. It is also because after 28 years of dealing exclusively with operating system programmers we know how to properly qualify systems resumes. In most cases this means our

clients consider our resumes to be pre-screened. I won't actually draw a flowchart here, but the pseudo-code might look something like this:

```
IF SPCI resume
  REM Skip HR queue
  Goto hiring manager
ELSE
  Goto HR queue
ENDIF
```

This is my assessment of today's job search technology. Thanks for taking more than three to five seconds to review it.



SPCI is currently representing numerous positions in all systems programming and systems software related areas. Due to space limitations, only some of these openings can be detailed in our newsletter. All of our opportunities, however, are listed on our web site at:

<http://www.SPCI.net>

Those positions are arranged by both discipline and location in an easy to navigate, quick to download format. They are updated regularly and every page is date stamped at the top.

COMPUTERS

z/Series Infrastructure Architect Northern Illinois

An industry leader with a large state-of-the-art data center in northern Illinois has an immediate need for a Mainframe Infrastructure Architect to design technology solutions for their z/ Series platforms (z/OS, z/Linux, DB2, CICS, MQ, etc). The Mainframe Architect will function as an internal consultant in providing design recommendations for the advancement of mainframe service capabilities, and participate in long-term IT strategic planning and the on-going evolution of the mainframe infrastructure. Required experience includes 10+ years of reviewing and defining IT requirements and conducting cost/benefits analysis to maximize utilization of mainframe resources (technology and personnel) as well as possess a demonstrated ability to integrate mainframe technologies across multiple platforms (Storage, Network, Linux). The Mainframe Architect will lead/mentor infrastructure team members and participate in the evaluation, interviewing, and hiring of Enterprise Architects and Engineers. This opportunity offers six-figure salary potential and excellent benefits. Local applicants only.

[J44344](#)

COMPUTERS

z/OS - AIX Systems Programmer Rural Georgia Location

A very stable Georgia-based end user has a unique opportunity for a hybrid systems programmer to install, configure, and support z/OS and AIX (UNIX) environments. The ideal candidate will have five or more years of z/OS internals with at least two years of UNIX/AIX systems administration. This person must demonstrate a solid understanding of operating systems concepts/fundamentals, have exceptional problem determination skills (hardware and software), and possess the ability to manage multiple tasks/projects. This position offers a competitive base salary, excellent benefits and the opportunity to enjoy a "small town" cost-of-living in a dynamic city.

[C19134](#)

COMPUTERS

Manager, Mainframe Product Development West Coast ISV

A dynamic software vendor seeks a Product Development Manager to oversee a team of experienced developers. Duties will include keeping products up-to-date with the latest OS changes and management of all product development and release activities with accountability for product quality and on-time delivery within budget. All applicants must have a proven background in managing commercial product developers. Qualified candidates will also be knowledgeable and experienced, as either a manager or developer, in developing software for S/390 platforms. This should include experience with development life cycles, requirements research and definition, functional specifications, design documentations, project planning, and software test planning. Salary commensurate with experience. Choice of job locations in either Northern or Southern California. [W41572](#)

COMPUTERS

Systems Programmer Stable End User

A Mississippi end user has a great opportunity for an experienced z/OS systems specialist. This person will assist with installation, maintenance and support of z/OS-related products and sub-systems. Qualified applicants will have five or more years of systems programming experience in an MVS environment. Strong SMP/E and advanced troubleshooting skills are a must. Experience with I/O tuning, CICS, MQSeries, ChangeMan or CA products is significant plus. Company-paid relocation and on-site fitness facility. [R69376](#)

COMPUTERS

Network Consultant Washington, DC Area

An immediate need exists at a facility in the DC area for an experienced communications systems programmer with strong VTAM and TCP/IP skills. This person will be responsible for design and implementation of the network architecture for multiple data centers as well as daily support of the existing network. Selected candidate will assist in a data center relocation, disaster recovery planning and testing, and a high-availability project. All applicants must have expert VTAM, NCP, SNA and TCP/IP systems programming skills in a z/OS environment. Experience with VIPA and HTTP Server protocols is highly desirable. Secondary z/OS support skills are also a plus. This is a long term Corp-to-Corp contract opportunity with a competitive hourly rate. [M93203](#)

COMPUTERS

CICS/MQ Systems Programmer Ohio End User

A top-rated employer in Southwest Ohio has an immediate need for an experienced Systems Programmer. This person will provide primary systems support (installation, maintenance, troubleshooting) for CICS and MQSeries in a Parallel Sysplex environment. Additional pluses include: DB2, IPCS, Storage Administration and USS. A base salary to the \$90s and a benefits package that is consistently top ranked in the State make this a very attractive opportunity.

[Z66319](#)

COMPUTERS

z/OS Systems Programmer Denver, CO

A profitable and privately held Denver corporation seeks a senior systems programmer to maintain and enhance their z/OS operating system and related subsystems. Qualified applicants will have solid mainframe systems programming skills that include operating system installation and maintenance (SMP/E), storage management support (DS8100 DASD), I/O configuration, and exposure to supporting mainframe databases (IMS preferred). Other desirable skills include CICS, capacity planning and performance monitoring (WLM configuration, SMF, RMF), system-level troubleshooting (IPCS, TMON/MVS), and mid-range operating systems. Salary commensurate with experience. Company-paid relocation offered for exceptional applicants.

[R72807](#)

COMPUTERS

Mainframe Storage Engineer Midwest End User

A very stable Midwest end user has an immediate need for a seasoned Mainframe Storage Engineer. Qualified candidates will design, test, and implement storage solutions for DASD, Tape, and Virtual Tape environments in response to customer needs and business growth. All applicants must demonstrate hands-on experience in data replication (IBM, SUN/StorageTek, HDS, and/or EMC) for Disaster Recovery and have experience with remote replication software and operational scripting. This person will also provide expertise and mentoring to the in-house mainframe storage provisioning team, expanding the team's capacity to complete projects, and share in the daily storage provisioning and operations (tape and disk) workload. This position offers a competitive base salary and excellent benefits, including relocation assistance. [E24641](#)

COMPUTERS

Lead Systems Programmer Central Ohio

One of America's "100 Best Places to Work" has an immediate need for a Lead z/OS Systems Programmer. Qualified applicants must have strong z/OS internals, WLM configuration, excellent problem determination/resolution skills, and experience with z/OS system monitors. This person will work closely with vendors to address/resolve issues and mentor junior level technicians. This position offers a potential six-figure base salary, annual bonus, an excellent benefits package, and relocation assistance. [F29145](#)

COMPUTERS

Post-Sales Storage S/E w/ Intel Clearance Base Salary to \$150K

An immediate need exists for an experienced professional to provide post-sales support for enterprise storage solutions at a secure government facility in the Washington, DC area. Responsibilities will focus on deploying disaster recovery/business continuity and data replication solutions as well as attaching and configuring enterprise disk storage and Storage Area Networks. Familiarity with Brocade, SUN Solaris, and HDS TagmaStore or Lightning products is also desirable. An active Top Secret clearance with lifestyle poly is required. Potential for significant performance bonuses. [D54816](#)

COMPUTERS

DB2 Systems Programmer Midwest End User

A stable Ohio-based end user has an immediate need for an experienced DB2 Systems Programmer. This person will be responsible for all aspects of DB2 support including installation, maintenance, configuration, recovery/restart processing, troubleshooting, and installation of DB2-related OEM products in a data sharing environment. All applicants must have advanced level DB2 experience that includes systems programming support in a z/OS environment. Experience with DB2 (version 8 or higher), SQL tuning (Explain), DB2 system tuning, and Disaster Recovery planning is required. Although local candidates are preferred, those with minimal relocation requirements will be considered. A comprehensive benefits package includes: three weeks vacation, matching 401(k), stock purchase plan, and life/health/dental insurance as well as several unique industry-specific benefits. [W87624](#)

COMPUTERS

z/OS / CICS Systems Programmer Western Ohio

A recent retirement has created the need for an MVS systems programmer at a state-of-the-art data center utilizing multi-LPAR, z10 technology. This position requires strong and recent installation, configuration, and maintenance of z/OS and its related subsystems. Qualified applicants will also have an intimate knowledge of SMP/E and expert system-level troubleshooting skills. And, since this person will also provide occasional (15%) support for a small CICS system, at least some CICS systems experience is also required. Knowledge of z/VM, z/Linux, DB2 or ChangeMan ZMF is a definite plus. Six-figure base salary potential. Company-paid relocation assistance is available. [V67867](#)

COMPUTERS

DB2/IMS Systems Programmer New York City

A lower Manhattan end user has an immediate need for a DB2/IMS Systems Programmer. Qualified candidates must have at least five years experience installing and maintaining DB2 and IMS in a z/OS environment. Additional experience with CICS/TS, MQSeries, and Disaster Recovery is also a plus. Applicants must demonstrate proficiency in software installation (SMP/E), troubleshooting, and performance analysis. This position offers a competitive annual salary and excellent benefits. [Y96256](#)

COMPUTERS

Pre/Post Sales Storage Engineer Two Home-based Positions

An established supplier of storage systems integration solutions for Federal, State and Local government agencies has two openings for experienced Systems Engineers to support clients in the NY to Boston corridor and the South Central Texas area. Responsibilities include designing, attaching and configuring enterprise disk storage in NT, Open Systems, and S/390 environments. Storage solutions will focus on Enterprise-wide Storage, Disaster Recovery, Server Consolidation, Business Continuity, email archival, and Fault Tolerance. Preference will be given to candidates experienced in working with HDS, IBM, EMC or Sun/STK storage solutions. All candidates must be thoroughly familiar with Storage Area Networking (SAN) technology. Strong people and presentation skills are essential for providing pre-sales support to customers and sales staff members. An outstanding compensation package includes a lucrative base salary and significant bonus potential. Both positions are home-based with a strong preference for candidates in the Connecticut area ([Z91538](#)) and San Antonio or Austin areas ([S40987](#)).

COMPUTERS

Lead Storage Engineer Distributed Platform

An Ohio end user, consistently ranked as one of Fortune's Most Admired Companies, seeks a senior level Storage Engineer. Selected candidate will assist in managing the configuration of all open systems storage media and software. Qualified applicants will possess five or more years experience with Storage Area Network (SAN) and Network Attached Storage (NAS) administration. Experience with EMC storage systems such as CLARiiON and Symmetrix storage arrays, Celerra NAS devices, Centera CAS devices and Brocade switches/directors is essential. Knowledge of Disaster Recovery methodologies and data replication using SRDF/A and TimeFinder is a definite plus. System administration for Windows or UNIX platforms is also desirable. Total compensation includes a competitive salary and a strong benefits package with medical, dental, vision, life/disability insurance, matching 401(k) contributions, profit sharing and an employee stock purchase plan. Great growth potential. Company-paid relocation. [U75377](#)

COMPUTERS

Mainframe Capacity Planner Performance Analyst Six Figure Salary

An industry leader in Ohio is looking for an experienced professional to develop and maintain mainframe capacity/performance systems, databases, and reports which will be used to analyze current and projected resource utilization. This person will have a minimum of ten years of systems programming experience with specific concentration in capacity planning and performance management for large, multi-processor, multi-LPAR, Parallel Sysplex environments. Expert level knowledge of SAS programming, MXG and WLM is required as well as familiarity with SMF/RMF record structures. Knowledge of CICS, DB2, WebSphere, Strobe, TMON and/or Omegamon is desired. This position offers a competitive base salary and excellent benefits. [Q29990](#)

COMPUTERS

CICS Systems Programmer Six-figure Salary

A very stable end user in suburban Washington, DC has an immediate need for a senior CICS Systems Programmer. This person will provide support for CICS/TS 3.2 running on a new z/10 processor under z/OS 1.9 and lead the upcoming migration to CICS/TS 4.1. Other duties will include installation and maintenance of CICS and associated vendor products as well as CICS-related troubleshooting and application support. CICS Performance management experience using CA-SysView and Performance Analyzer is highly desirable. Other pluses include AbendAid/FX, Assembler, SMP/E, IPCS, Java, MQSeries, and MICS. Experience as a team lead is preferred as selected candidate will mentor others in the group. A comprehensive benefits package includes a flexible work schedule, matching 401(k) and PIP bonuses. Base salary to the low \$100s. [Z62762](#)

Please Note

If any of the job links do not take you to the corresponding position on our site, this usually means the opening has been put on hold or is no longer available. For a list of all the current openings we represent, please visit our website at:

www.SPCI.net