



Stanford eCorner

Hiring the Right People

Mark Zuckerberg, *Facebook*

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Video URL: <http://ecorner.stanford.edu/videos/1501/Hiring-the-Right-People>

Facebook Founder Mark Zuckerberg reveals the individual skills and the balance of experience he looks for when recruiting college graduates, while still building and moving his company forward.



Transcript

The two most important things that I look for are number one is just raw intelligence, right? Because you can hire someone who is a software engineer and he's been doing it for 10 years and if they're doing it for 10 years that's probably what they're doing for their life, you know, and I mean that's cool. But there's some things that that person can do and they're definitely useful in an organization and can do a lot of stuff. But if you find someone who is raw in intelligence exceeds theirs but has 10 years lots of experience then they can probably adopt and learn way quicker. You know, and within a very short amount of time be able to do a lot of things that that person may never be able to do. And so, I think that's the most important thing that I look for. And the second is just alignment with what we're trying to do. So I mean, people can be really smart or have skills that are directly applicable but if they don't really believe in it, then they're not going to really work hard and they're not going to even if they're smart guy who doesn't have the relevant experience, they're not going to care enough to develop the relevant experience in order to succeed. So I think that the best people who I've hired so far have been people who didn't really have that much engineering experience. I hired a couple of electrical engineers out of Stanford's new programming staff and they had very little programming experience going in but just really smart, really willing to go at it, and the guy who just work photos was one of those guys, and if you're willing to just go and do whatever it takes to get photos out, then you're probably more valuable than someone who's just a career software engineer. So those are the things that I'm looking for and why I would rather look for people like...