



Foreword

My second full-time job out of college placed me in charge of a systems support group for an entire department. I was given the position because of my strength in systems management. I soon discovered that the job entailed more than working with computers: it also required managing people. I was unexpectedly faced with the task of molding disparate personalities into a successful team.

The single aspect of that job that I dreaded most was hiring new people. I pored over piles of resumes without knowing how to separate the wheat from the chaff. I interviewed candidates without any idea of what to ask or how to judge the responses.

Many books have been written explaining how one can be effective as an interviewee. This publication views the problem from the other side of the desk. Designed for the reluctant manager, it will help to organize a team's objectives and develop an effective hiring strategy. With its focus on the systems administration profession, it will, I am sure, be an important addition to your library.

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