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
Quickly capture a process, add your explanation, and create visual instructions.
Makes it simple to anyone to record and create professional-looking videos.
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