

# Resource Guide

The Resource Guide provides you with additional resources and information about the talent shift along with places where you can find experts to work on projects. It also lists some tips on how to evaluate a talent agency.

For more information and resources that will be updated frequently, go to: [www.lisahufford.com/resources](http://www.lisahufford.com/resources)

## ***Tips to Evaluate a Talent Agency***

*Proven Expertise* Look at the agency's body of work and the results it has delivered to other companies. Get references from current or past clients in order to determine what their clients valued most about working with the agency. Determine what you are looking for in an agency? For example: if results and high value return are your key drivers (vs. big ideas), communicate this up front with the agency.

*Talent* Ask about how the agency finds and develops their talent. If you searching for expert talent and/or professionals in a particular industry, ask the agency to provide evidence that clearly demonstrates they have the particular talent in their database and that they are available.

Are they a “body shop” or are they focused on developing consultants? The best consultants are with agencies that showcase and value their expertise and invest in their growth. Find out how they motivate their talent. This is important because incentives can be for performing quality client work or accomplishing business development for the agency.

*Business Model* Ask about how the agency’s projects are structured: are they deliverable or hourly? How do they measure success? What is their reporting cadence and does this coincide with your requirements for internal executives and/or stakeholders. How focused are they on analytics and how important are analytics to your business? You will want to see some reporting on a regular basis, so you will want an agency that can deliver reporting data. Finding an agency with standardized KPIs and SLAs is an important differentiator as well. If they don’t have these metrics in place, find out how they measure success.

### ***From Skillcrush on November 19, 2015***

#### **25 Top Sites for Finding the Freelance Jobs You Want**

Cameron Chapman

(<http://skillcrush.com/2015/11/19/25-top-sites-for-finding-freelance-jobs/>)

#### ***Tech-Specific Job Boards***

1. *Smashing Jobs*, part of Smashing Magazine, has a large listing of freelance tech jobs (they also have listings for full-time jobs). Smashing Jobs posts primarily developer jobs, though there are tons of designer jobs

- listed, too. (<http://jobs.smashingmagazine.com/freelance>)
2. The *Mashable Job Board* is devoted to digital and tech jobs around the world. They're used by some of the top companies in the world to find talent, including MTV News, Omaze, and more. Search for freelance in the keywords to find the appropriate listings. (<http://findjobs.mashable.com/>)
  3. *Coroflot* is specifically for creative jobs, with job postings from companies all over the world. They have a separate category for freelance work. In addition to web designer and developer jobs, they also list other creative and tech jobs. ([http://www.coroflot.com/jobs#job\\_levels=6](http://www.coroflot.com/jobs#job_levels=6))
  4. *Working Nomads* is a curated list of remote jobs from companies around the world. Their job categories include design, development, sysadmin, customer success, management, and marketing. (<http://www.workingnomads.co/>)
  5. *Authentic Jobs* lets you filter for freelance, contract, or moonlighting jobs from companies around the world. They have listings for everything from project managers to backend developers to content strategists. (<https://authenticjobs.com/#types=7,3,2,6>)
  6. *GetACoder* is a great source for freelance developer jobs, as well as design and other tech-related work. They have tens of thousands of active jobs on the site, which can make narrowing down what to actually apply for a bit tricky. (<http://www.getacoder.com/>)

7. *WP Hired* is a great source if you're a WordPress pro looking for freelance work. They have a category just for freelance, and most of the jobs listed can be done from anywhere. There are a huge range of jobs on the site, from small plugin projects to complete re-designs. (<http://www.wphired.com/#s=1%20target=>)
8. *Prologger Jobs* is a job board just for bloggers that includes mostly freelance positions. A lot of the jobs are tech related, and WordPress and other tech skills are a huge advantage for anyone looking to blog. (<http://jobs.prologger.net/>)
9. *Krop* is a job board just for creatives. Krop sets itself apart from many others by letting you host your portfolio on their site, and is used by a number of high-profile creatives, such as photographer *Terry Richardson*, design agency *Heydeys*, and creative director *Eric Hoffman*. (<http://www.krop.com/>)
10. *Stack Overflow Careers* lists both full-time and contract positions. They mostly list developer and engineer jobs, though related fields are sometimes listed, too. (<http://careers.stackoverflow.com/jobs?jobType=contract>)

### ***Members-Only Job Boards***

11. *Traction* is a curated job board for marketers. Unlike many others, you have to apply and be accepted to be able to see jobs and projects posted on the site. (<http://gotraction.com/>)
12. *Matchist* is a curated job board for developers. They only accept 15% of the developers who apply, which makes them very appealing to those looking to hire.

If you're accepted, it can be a great way to find rewarding projects. (<https://matchist.com/>)

13. *Gigster* is a way for companies to hire development teams. They combine Silicon Valley-based product managers with elite developers from a vetted talent pool to take on customer projects. (<https://www.try-gigster.com/>)
14. *Folyo* is a members-only private community for finding freelance design jobs. Companies post their projects and then get a curated shortlist of designers who would be perfect for the job. (<http://www.folyo.me/>)
15. *OnSite* offers up curated freelancers for on-site and off-site jobs. Companies post a job, then get a list of freelancers who are a good match. Freelancers can post a bio and portfolio to appeal to those hiring. (<http://onsite.io/>)
16. *Gun.io* is a service that finds the best freelance developers for client projects. As a developer, you can apply with GitHub, so make sure you've got some great active projects there! (<https://gun.io/>)
17. *Crew* matches up companies with top designers and developers. Applying as a freelancer is as simple as submitting your name and online portfolio URL. (<https://crew.co/>)
18. *Hirable* is a self-curated community of developers used by companies like Google and Birchbox. Just sign up as a developer, set up your profile, and then set your availability (hirable, hirable soon, or busy). (<https://wearehirable.com/>)

19. *Envato Studio* hand-picks designers and developers for customer projects. For the most part, Envato actively looks for freelancers to add to Studio, but you can also submit a form to register your interest. (<http://studio.envato.com/>)
20. *Juuiicy* is a private community for top designers to find freelance projects. Rather than companies posting ads directly, other designers post inquiries they've gotten but can't or don't want to take on, and earn referral fees when another Juuiicy designer takes the job. (<https://juuiicy.com/>)

### ***Other Job Boards***

21. *LocalSolo* is a localized freelance job board for finding projects in your area. It's free to use as a freelancer and doesn't charge any commission, and you can customize your profile and work directly with clients from the start. (<https://localsolo.com/>)
22. *SimplyHired* lets you search for contract jobs in any location. They have thousands of job listings, though they're not limited to just tech jobs. Just search for the job title and optionally the city and state, and then refine the results to just include contract positions. (<http://www.simplyhired.com/>)
23. *Freelancer* is a huge job board specifically for freelance jobs. Much of the jobs listed on the site are tech jobs, with listings for designers, developers, marketers, SEO specialists, and more. (<https://www.freelancer.com/>)

24. *Upwork* is a large freelance job board that covers a huge variety of positions. There are job listings for web developers, designers, mobile developers, sales and marketing pros, and more. (<https://www.upwork.com/>)
25. *Guru* is another large freelance job board that includes tech as well as other positions. There are more jobs listed for tech and web than any other category, making it a good options for designers and developers. (<http://www.guru.com/>)

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