



Beyond Hire: The Playbook for Global Tech Careers

Navigating the journey from the interview to global leadership.



THE EVENT BEHIND THIS PLAYBOOK

Beyond Hire

A live about what it really takes to build an international tech career: getting hired, ramping up, communicating with impact, and working across cultures as a Brazilian at global companies.



Hosts & guests

YOUR HOSTS

Isabele Terribile

Tookn co-founder. People & Talent leader, 9+ years across Brazil, Europe, and North America.

Pietro Dubal Almeida

Tookn co-founder. Growth specialist, 6+ years scaling startups.

THE GUESTS

Beatriz França

People & Culture leader at Lumenalta, 10+ years.

Lucas Albuquerque

Head of Engineering at Hubble.

Lucas Pinto

2020 Engineering Emmy winner, leading data engineering at a Fortune 100 media company.

Getting the offer is 10% of the journey.

Getting Hired
10% of
the
journey

The First 90 Days

Building
infrastructure in
the dark.

Cultural Translation

Decoding global
expectations.

Career Progression

Earning
autonomy and
seniority.

The Emerging Market Blueprint

Problem Solvers

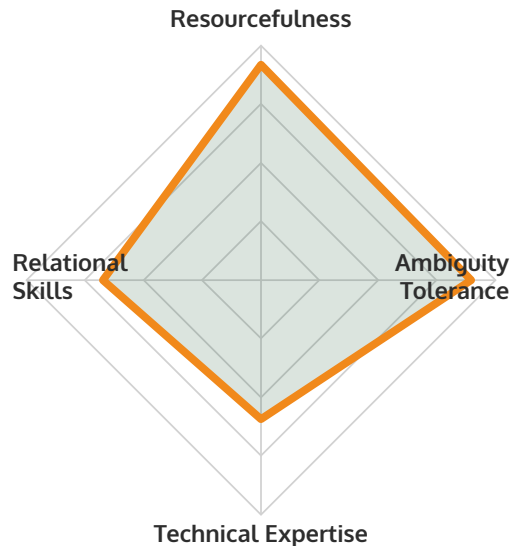
Limited local budgets breed creative, resourceful professionals.

Easygoing Relationality

High ability to build rapport naturally without being dry.

Ambiguity Tolerance

Unfazed by broken processes; capable of building the bridge while walking on it.



The interview is a negotiation, not an audition.

The Audition

One-way approval, underselling, passive stance

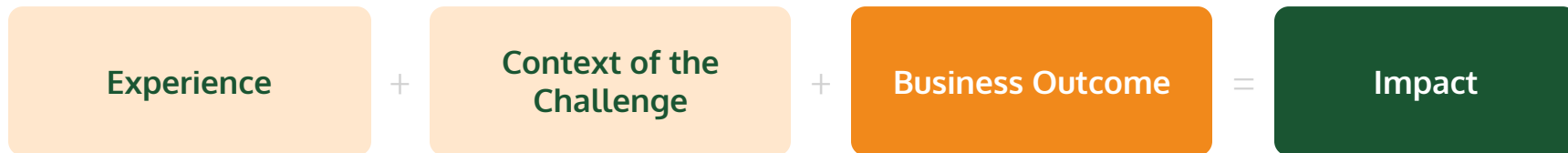
The Negotiation

Mutual alignment, asserting boundaries, active stance

- Stop underselling yourself out of a fear of rejection.
- Assess the company's culture, scope, and expectations.
- You are not just proving your worth; you are finding your fit.

The Value Articulation Formula

Companies care about how your technical skills drive reality.



INSTEAD OF

"I have 10 years of experience in X."

SAY

"I used X to reduce risk, secure more budget, and achieve Y."

You are only as good as how much people can understand how good you are.

Navigating the void of the first 90 days.

Corporate Structure

KPIs

SOPs

Structured Onboarding

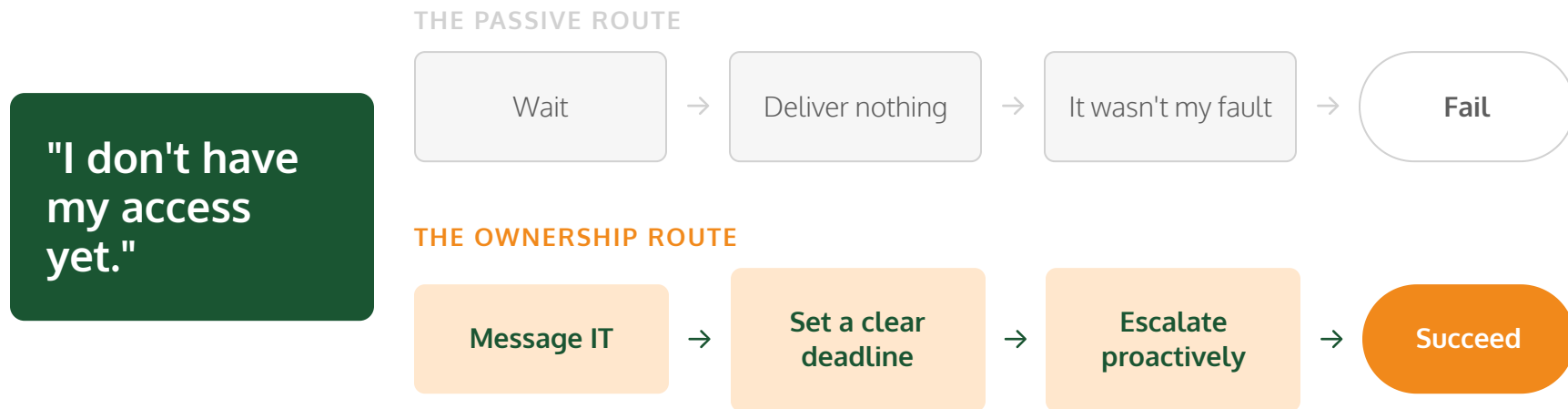
Startups often lack onboarding. You are not just executing a plan; you are part of the conversation to build the strategy.

Startup Ambiguity



Case Study: Realizing mid-project that the chosen tech stack was wrong, course-correcting immediately, and driving the new direction. Ambiguity is the opportunity to stand out.

Proactive ownership is a survival skill.



Never sit in confusion and wait for feedback.
Explicitly ask. It's never too late to ask until it's too late.

The Global Culture Matrix



Brazil

Highly relational. First week involves barbecues and personal connections. Work and life blend seamlessly.



North America

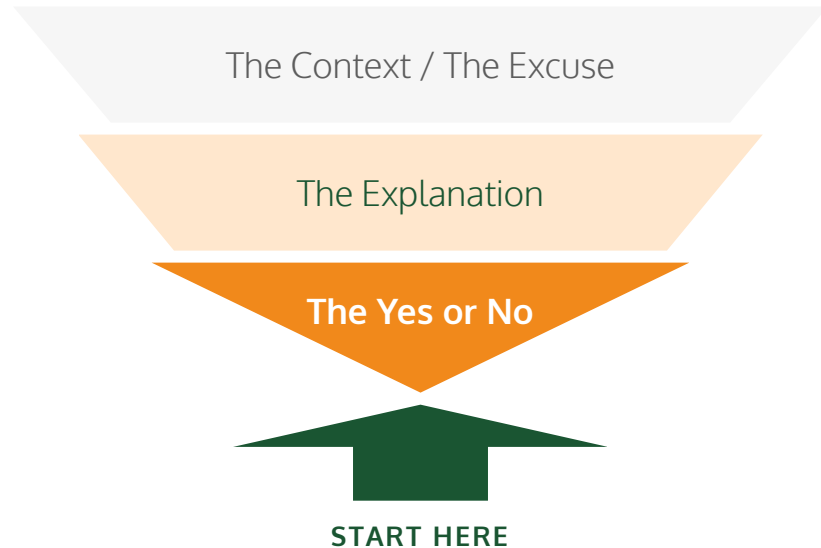
Objective and time-optimized. 15-minute meetings don't stretch to 90 minutes. High trust, extreme professionalism, skip the small talk.



UAE / Middle East

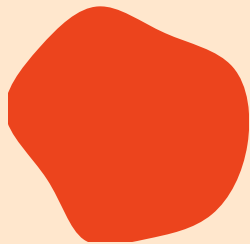
Extreme dedication. Work comes first, weekends are fair game. Exceptional compensation, but requires a 24/7 hard-worker mindset.

The Communication Conciseness Funnel



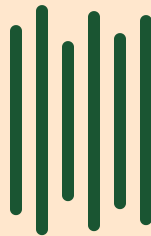
When a CEO asks, 'Is this working?', do not start with a 5-minute explanation of the technical constraints. Answer with a direct Yes or No first. Only provide the context if they ask for it.

Thick skin and the feedback filter.



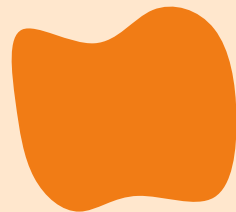
Raw Input

Blunt criticism



The Filter

Depersonalization



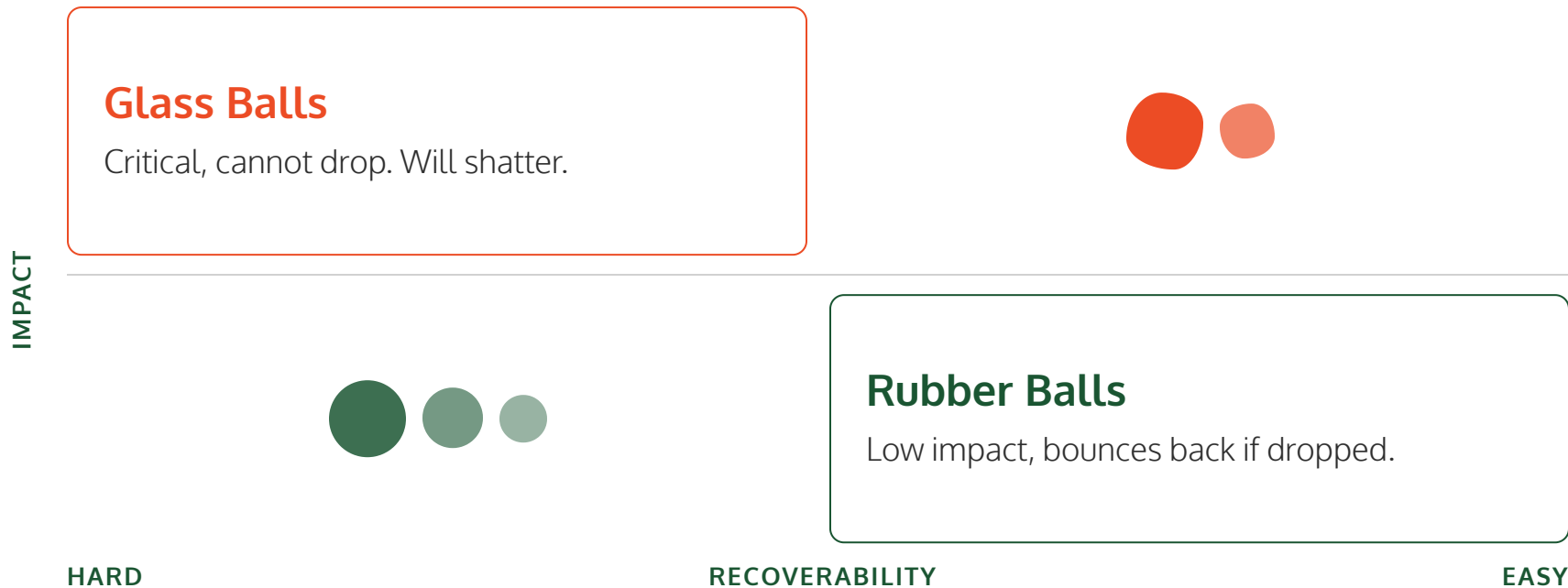
Actionable Output

High standards, pushing for excellence

In many global cultures, pointing out flaws isn't an insult; it's an investment.

If they thought you were a lost cause, you wouldn't be there. Feedback is proof they believe in your capacity to adapt.

Juggling at the senior level: Glass vs. Rubber Balls.



You will drop things. Seniority is the strategic foresight to know exactly which balls you can let hit the floor to protect the ones that will shatter.

The power of 'No' is a performance requirement.

Limited Mental Capacity



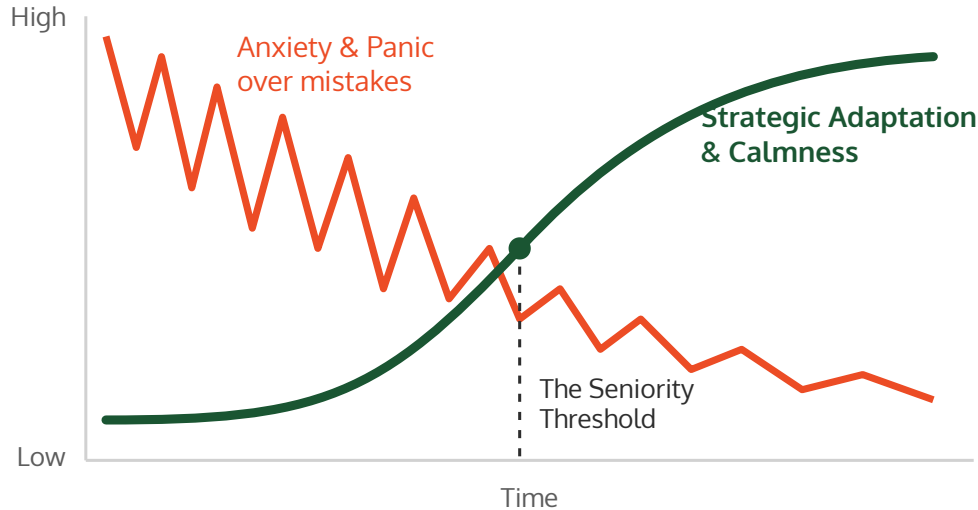
Everyone has a limited mental capacity. If you divide your attention across a million tasks, you cannot give 100% to the Glass Balls.

Focused Capacity



Pushing back, negotiating scope, and setting boundaries are not signs of weakness—they are the hallmarks of a professional who protects their output.

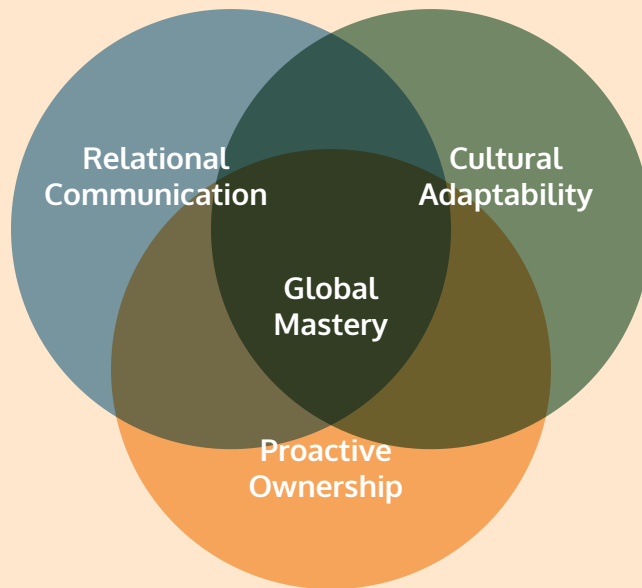
True seniority is the calmness curve.



Mistakes are inevitable. You reach the senior level when a failure no longer triggers panic, but rather a transparent, calm pivot:

'Okay, it broke. Let's gather the team and fix it.'

Go beyond the hire.



Your technical skills got you the interview. Your communication, ownership, and adaptability will build your career. Don't just adapt to the environment—shape it.