



RubyConf 2026

Career Fair

JULY 14-15, 2026

RED ROCK CASINO & RESORT

11011 W Charleston Blvd
LAS VEGAS, NV 89135

Program Overview & Purpose



The RubyConf Career Fair is a two-day hiring event designed to connect technology employers with skilled professionals from both the RubyConf community and the greater Las Vegas workforce. Hosted by Ruby Central, a nonprofit organization supporting open source infrastructure and workforce development, the Career Fair expands access to opportunity while delivering tangible recruiting outcomes for participating employers.

The Career Fair is intentionally designed for technology companies hiring across departments. Participating employers may be recruiting for engineering roles, product and design functions, data and analytics, infrastructure and IT, and corporate roles that enable technology organizations to operate and scale.

ABOUT US

Ruby Central, Inc. is a U.S.-based nonprofit organization that supports the global Ruby software ecosystem and the infrastructure that powers millions of applications worldwide. For more than two decades, Ruby Central has stewarded critical open source projects, including RubyGems and Bundler, which together serve billions of package downloads annually and are used by engineering teams across startups, enterprises, and public sector organizations.



In addition to infrastructure stewardship, Ruby Central designs and operates workforce development and community programs that strengthen the technology talent pipeline. These programs include technical education initiatives, scholarship programs, open source contributor support, and industry partnerships focused on expanding access to careers in technology.

As a nonprofit organization, Ruby Central's mission extends beyond conference production. The organization is committed to investing in the cities and communities that host its events, building pathways between employers and regional talent, and creating opportunities that support both economic mobility and sustainable growth within the technology sector.

ABOUT RUBYCONF

A Premier Technology Event

RubyConf is one of the longest-running technical conferences in the software industry, bringing together developers, engineering leaders, founders, and technology professionals from around the world. The 2026 conference is expected to host **800** to **1,000** in-person attendees, representing a broad mix of seniority levels, technical disciplines, and industries.

While Ruby is the unifying technical theme of the conference, the professional backgrounds of attendees extend well beyond any single programming language. Participants work across software engineering, infrastructure, product management, data, design, and leadership roles at companies in SaaS, financial services, e-commerce, healthcare, media, and professional services.

RubyConf's collaborative culture and emphasis on practical problem-solving attract professionals who are actively engaged in their careers and invested in continuous learning. For employers, this means access to candidates who bring both technical capability and strong professional maturity.



WORKFORCE DEVELOPMENT

Our Vision

As RubyConf travels to different regions, Ruby Central is intentional about creating opportunities that benefit not only conference participants, but also the local workforce. The RubyConf Career Fair is designed to extend the economic and professional impact of the conference by creating a direct connection between technology employers and job seekers within the host city.

The Career Fair supports two core objectives:

Employer Hiring Outcomes

- Provide technology companies with efficient, high-quality access to candidates across multiple disciplines and experience levels.

Workforce Development & Community Access

- Create meaningful entry points to technology careers for local professionals by connecting them directly with employers who may not otherwise recruit in the region.

By integrating the Career Fair into the RubyConf venue while maintaining separate public registration, Ruby Central creates a hiring environment that serves both business needs and community development goals. This model allows employers to engage with highly experienced conference professionals while also reaching broader local talent pools seeking opportunities in technology organizations.



ATTENDEES

Engaging a diverse talent pool



Who Attends the Career Fair

Conference Talent

Many attendees are actively exploring career growth, leadership opportunities, and new technical challenges, making them strong candidates for both engineering and cross-functional roles.

Local Workforce Participants

The Career Fair is also open to members of the Las Vegas professional community through separate Career Fair registration. Community participants pay a modest registration fee (currently projected at approximately \$25, with potential reductions for accessibility), ensuring that attendance reflects serious career interest and readiness to engage with employers.

This dual-audience model allows employers to recruit across multiple departments while strengthening their presence within the regional workforce ecosystem.

Conference Talent

- Software engineers across experience levels
- Engineering managers and technical leads
- Infrastructure and DevOps professionals
- Product managers and designers
- Startup founders and technical executives
- Open source contributors and educators

Local Workforce Participants

- Engineering and IT
- Product and design
- Data and analytics
- Customer success and operations
- Marketing, finance, and human resources within technology companies

Employer Value for Recruiting & Talent Teams



The RubyConf Career Fair is structured to support efficient, relationship-driven recruiting rather than high-volume résumé collection. Employers benefit from extended, in-person engagement with candidates who are actively exploring career opportunities and motivated to learn about organizations and roles.

For recruiting and HR teams, the Career Fair offers:

- Access to experienced technology professionals and career-ready local candidates
- Opportunities to discuss multiple open roles across departments
- Employer brand exposure within a professional, technology-focused environment
- Time to identify candidates who align with organizational culture and growth plans

Because the event is co-located with a major technical conference, employers also benefit from heightened visibility during a week when technology professionals are already focused on professional development, networking, and career exploration.

For companies expanding into new regions, the Career Fair also serves as an opportunity to introduce their organization to the local workforce, build brand recognition, and begin developing long-term recruiting pipelines.

Tiers, Event Structure & Schedule

Maximize your exposure and recruitment efforts



Event Structure and Schedule

The Career Fair will take place in dedicated event space at the Red Rock Casino, adjacent to RubyConf programming and networking areas.

Career Fair Hours:

Tuesday, July 14, 2026 — 11:00 AM to 3:00 PM

Wednesday, July 15, 2026 — 11:00 AM to 3:00 PM

Exhibitor setup and preparation will take place during morning hours prior to the opening of the Career Fair each day. The schedule is designed to align with peak conference attendance and maximize participation from both conference professionals and community registrants.

Employers may staff their tables with rotating representatives as needed to support recruiting conversations while balancing internal schedules and conference participation.

Hiring Partner

\$9,500

(5 available)

Featured Employer

\$5,500

(5 available)

Career Fair Exhibitor

\$3,500

(40 available)

Participation Opportunities & Investment Levels



Career Fair Exhibitor — \$3,500 (Availability: Up to 40 organizations)

The Career Fair Exhibitor level is designed for employers seeking direct access to job seekers and meaningful recruiting engagement across both days. Participating organizations receive a staffed table within the Career Fair space and inclusion in the official Career Fair employer directory.

Exhibitors engage with both conference participants and community job seekers, allowing for recruiting conversations across multiple experience levels and functional roles.

This option is well suited for organizations hiring across departments, building early-stage talent pipelines, or expanding employer awareness within the regional technology market.

Featured Employer — \$5,500 (Availability: Limited to 5 organizations)

The Featured Employer level is designed for companies with active hiring needs that also wish to strengthen employer brand visibility and pre-event candidate awareness. Featured Employers receive enhanced placement within the Career Fair space and elevated visibility in promotional communications, including prominent placement on the Career Fair website and inclusion in pre-event "Who's Hiring" communications distributed to registered attendees and Career Fair registrants.

This visibility allows candidates to identify employers of interest in advance and arrive prepared to engage in targeted conversations. This participation level supports organizations recruiting for multiple roles, launching new teams, or seeking to increase employer awareness in a new geographic market.

Participation Opportunities & Investment Levels (continued)



Hiring Partner — \$9,500 (Availability: Limited to 5 organizations)

The Hiring Partner level is designed for organizations making a significant investment in recruiting and workforce engagement. Hiring Partners receive premium branding and additional engagement opportunities designed to support deeper employer-candidate interaction, including participation in a curated Careers in Tech panel discussion during Career Fair hours, offering insight into career pathways, organizational growth, and hiring priorities. These sessions are designed as professional development programming rather than promotional presentations. Hiring Partners are recognized as official supporters of Ruby Central's workforce development efforts and community engagement programming associated with RubyConf.

Hiring Partners may have access to limited private or semi-private meeting space near the Career Fair area for follow-up conversations and informal interviews with candidates, subject to venue availability.

These spaces are intended to support confidential conversations, second-round discussions, and focused candidate engagement without requiring employers or candidates to leave the conference venue. Final availability and scheduling details will be confirmed closer to the event based on venue layout and operational capacity.

Sponsor Opportunities

RubyConf conference sponsors may elect to participate in the Career Fair as an add-on to their existing sponsorship packages. This option allows sponsors to extend recruiting efforts beyond Ruby-focused engineering roles and into broader hiring needs across their organizations.



Career Fair Add-On Options

Sponsor add-on participation provides an additional table within the Career Fair area while maintaining presence in the main sponsor expo space. This dual presence enables sponsors to engage highly experienced technical professionals within the conference environment while also reaching community job seekers and candidates exploring cross-functional roles.

Add-on pricing and availability are offered at a discounted rate for confirmed RubyConf sponsors.

Employer Visibility & Marketing Exposure



All participating employers are included in the official Career Fair employer directory, promoted through the RubyConf website and digital communications. Employer listings will help candidates prepare in advance by highlighting participating organizations and hiring focus areas. Featured Employers and Hiring Partners receive enhanced placement and visibility across Career Fair promotional channels.

Promotional efforts include pre-event email communications to conference registrants and Career Fair registrants, onsite signage within the Career Fair area, and curated “Who’s Hiring” communications designed to drive intentional, high-quality employer-candidate engagement.

Ruby Central will also promote the Career Fair through workforce development partners and community networks, expanding employer exposure beyond the conference audience and strengthening regional hiring reach.

Employer Experience

Operations & Dates to Remember

01

REGISTRATION DEADLINE

Final day for exhibitors to register and confirm April, 24, 2026.

02

EXHIBITOR SETUP

Preparation and setup for exhibitors at the venue begin at 8am on July 13, 2026.

03

CAREER FAIR DAYS

The main event where employers and candidates meet will take place July 14-15, 2026.

04

FOLLOW-UP

Résumé opt-in list shared within 5 business days. Post-event participation summary provided within 10 business days.

Venue & Map

The RubyConf 2026 Career Fair will take place within dedicated event space at the Red Rock Casino in Las Vegas, co-located with RubyConf programming and networking areas. This placement ensures consistent visibility and foot traffic from conference participants, while also welcoming registered community job seekers into a professional conference environment.

Each Career Fair table will include standard furnishings, including a six-foot draped table, two chairs, and access to power where available. Employers are responsible for staffing their tables, providing recruiting materials, and managing candidate interactions during Career Fair hours.

The Career Fair environment is intentionally designed to prioritize professional conversation and hiring engagement. Employers are encouraged to focus on relationship-building and clear communication about open roles and career pathways, rather than product marketing or sales activity.

Detailed exhibitor guidelines, setup instructions, load-in schedules, and onsite logistics information will be provided in advance to ensure a smooth and consistent experience for all participating organizations.



Candidate Data and Post-Event Follow-Up

Connect with Top Talent

Resume Access

To support recruiting outcomes beyond the event itself, the RubyConf Career Fair includes an opt-in candidate data sharing process. Job seekers registering for the Career Fair will have the opportunity to upload their résumés and consent to share their contact information with participating employers.

Following the event, employers will receive access to the list of candidates who have opted in to share their information, including résumés and basic contact details. This allows recruiting teams to continue conversations, schedule interviews, and move promising candidates forward in their hiring pipelines. Participation in data sharing is fully voluntary for candidates and managed through the registration process.

Post-Event Reporting and Employer Engagement

Following the conclusion of the Career Fair, Ruby Central will provide participating employers with a summary of event participation, including overall attendance figures and high-level engagement metrics, where available.

Employers are encouraged to share hiring outcomes where possible to help Ruby Central measure long-term impact and strengthen partnerships with workforce development organizations and community stakeholders.



Community Partnerships

As part of Ruby Central's nonprofit mission, the RubyConf Career Fair is designed to contribute to long-term workforce development in the host region. Ruby Central will collaborate with local workforce development organizations, educational institutions, professional networks, and regional partners to promote the Career Fair and connect employers with a diverse pool of regional talent.



These partnerships help expand recruiting reach beyond traditional applicant pools and support engagement with candidates who are actively pursuing opportunities within technology organizations.

Exhibitor Setup

Preparing for the Career Fair

Setup & Responsibilities

Each Career Fair Exhibitor table will be equipped with standard furnishings designed to support professional recruiting conversations and efficient booth operations.

Each participating organization will receive one (1) six-foot draped table, two (2) chairs, basic table signage with company name (provided by Ruby Central), access to shared Wi-Fi within the Career Fair area, and one (1) standard electrical outlet, subject to venue limitations and availability.

Exhibitors may bring their own tabletop signage, banners that fit behind or on the table, recruiting materials, and modest branded giveaways, provided that all materials remain within the footprint of the assigned table space. Large booth structures, floor-standing displays, lighting rigs, or product demo equipment are not permitted in the Career Fair area.

Detailed load-in instructions, setup windows, and exhibitor check-in procedures will be distributed to confirmed employers prior to the event.



FAQ

This section addresses common inquiries regarding the career fair. We aim to provide clarity on essential details such as booth specifications, access to electricity, and internet connectivity. Your understanding contributes to a seamless experience, ensuring both exhibitors and attendees are well-prepared for a successful engagement during the event.

Who can participate as an employer?

The Career Fair is open to technology companies, tech-enabled organizations, and service providers that are actively hiring for roles within their organizations. Participating companies are not required to use Ruby or open source technologies.

Who can attend as a job seeker?

The Career Fair is open to RubyConf conference attendees and members of the local community who register separately for the Career Fair. Community participants pay a modest registration fee (currently projected at approximately \$25, with potential reductions for accessibility).

Are résumés collected by the event organizers?

Yes. Job seekers will have the option to upload their résumés and opt in to share contact information during registration. Employers will receive access to the opt-in list following the event for recruiting follow-up and interview scheduling.

Can employers schedule interviews onsite?

Formal interviews are not scheduled by event organizers. Employers may arrange follow-up meetings independently with candidates they meet during the Career Fair, subject to venue availability and conference schedules.

How many representatives can staff each table?

Employers may staff their table with up to four (4) representatives at any given time, provided that staffing remains within the assigned space and does not obstruct neighboring exhibitors.

FAQ (Cont.)



Can employers bring promotional items or giveaways?

Yes. Small branded giveaways and recruiting materials are permitted, provided that distribution remains orderly and does not create congestion within the Career Fair space.

What is the expected candidate turnout?

RubyConf 2026 is expected to host approximately 800–1,000 conference attendees, many of whom will circulate through the Career Fair during open hours. Additional attendance will come from registered community participants from the Las Vegas region and surrounding areas.

How do employers register and pay for Career Fair participation?

Employers can register and pay for Career Fair participation using a credit card through the official RubyConf registration system. Organizations that require payment by ACH or invoice may contact Ruby Central to request alternate payment arrangements. ACH payment requests must be approved and coordinated prior to the event.

What standards of conduct are expected from employers and exhibitors?

Ruby Central is committed to creating a professional, respectful, and inclusive environment for all participants. Exhibitors are expected to conduct themselves in a manner consistent with the goals of the Career Fair and Ruby Central's community standards. Ruby Central reserves the right to remove any exhibitor whose conduct is disruptive, inappropriate, or inconsistent with these standards, without refund, in order to protect the experience and safety of all attendees.

Terms and Conditions

Please review the important information regarding your participation in the career fair. All registrations are subject to our cancellation policy and payment methods. Ensure timely registration to secure your participation and benefits at the event. We appreciate your commitment to supporting the tech community through this fair.

Reservation and Payment

Career Fair participation is confirmed only upon receipt of full payment. Space is limited and offered on a first-come, first-served basis based on completed registration and payment.

Cancellation and Refund Policy

Cancellations received more than 60 days prior to the event may be eligible for partial refund, less administrative fees. Cancellations within 60 days of the event are non-refundable due to venue, staffing, and production commitments. No refunds will be issued for no-shows or unused exhibitor space.

Substitution of Exhibitor Representatives

Organizations may substitute attending staff at any time. Company participation may not be transferred to another organization without prior written approval from Ruby Central.

Conduct and Compliance

All exhibitors must comply with Ruby Central's Code of Conduct, venue policies, and applicable local regulations. Harassment, discrimination, or inappropriate behavior toward job seekers, staff, or other exhibitors will not be tolerated. Ruby Central reserves the right to remove any exhibitor whose conduct is deemed disruptive, unsafe, or inconsistent with the values and objectives of the Career Fair. Removal for conduct violations does not entitle the exhibitor to a refund.

Event Modifications

Ruby Central reserves the right to make reasonable modifications to the event schedule, layout, or program elements as necessary for safety, logistical, or operational reasons. In the unlikely event of event cancellation due to circumstances beyond Ruby Central's control, liability will be limited to a refund of participation fees.

In the event that the Career Fair is canceled, postponed, or materially altered due to circumstances beyond Ruby Central's reasonable control, including but not limited to acts of God, natural disasters, public health emergencies, government restrictions, labor disputes, venue unavailability, or other force majeure events, Ruby Central's liability shall be limited to refunding participation fees actually paid. No additional damages or compensation shall be owed.

Terms and Conditions

Venue Rules and Patron Responsibilities

All participating organizations and their representatives must comply with all policies, rules, and regulations of Red Rock Casino Resort & Spa and any other applicable venue facilities, including guest conduct policies, safety requirements, and property use guidelines. Exhibitors are responsible for ensuring that their staff, contractors, and guests adhere to venue standards while on property.

Ruby Central is not responsible for enforcement actions taken by the venue, including removal of individuals or confiscation of prohibited materials. Failure to comply with venue policies may result in removal from the Career Fair without refund.

Limitation of Liability

Participation in the RubyConf 2026 Career Fair is at the exhibitor's own risk. Ruby Central is not responsible for loss, theft, or damage to exhibitor property, equipment, materials, or personal belongings, whether occurring before, during, or after the event.

Ruby Central is not liable for personal injury, accidents, or medical emergencies involving exhibitor personnel, job seekers, or guests, except to the extent required by applicable law. Exhibitors are encouraged to take appropriate precautions and maintain any insurance coverage they deem necessary for participation.

Indemnification

Exhibitors agree to indemnify, defend, and hold harmless Ruby Central, its officers, directors, employees, volunteers, contractors, and the event venue from and against any claims, liabilities, damages, losses, or expenses arising out of or related to the exhibitor's participation in the Career Fair, including but not limited to claims resulting from the actions or omissions of exhibitor staff, contractors, promotional activities, materials, or equipment.

This obligation includes claims related to personal injury, property damage, or violations of applicable laws or third-party rights arising from exhibitor activities.

Photography and Media Use

Ruby Central and its authorized partners may photograph, record, or otherwise document the Career Fair and related activities for promotional, educational, and reporting purposes. By participating in the event, exhibitors grant Ruby Central permission to use images or recordings that may include exhibitor representatives, booth setups, or branded materials in marketing, communications, and post-event reporting, without additional compensation.

Exhibitors who have specific branding or confidentiality concerns should notify Ruby Central in advance to discuss reasonable accommodations.

Terms and Conditions

Use of Candidate Information

Any candidate information or resumes shared with employers through Career Fair registration systems or post-event opt-in lists may be used solely for legitimate recruiting and hiring purposes. Employers may not sell, transfer, or use candidate data for unrelated marketing, solicitation, or third-party recruitment services.

Employers are responsible for complying with all applicable data privacy and employment laws when handling candidate information and must respect job seeker preferences regarding contact and follow-up.

Register and Pay

Registration for the RubyConf 2026 Career Fair will be available through the official RubyConf sponsorship and exhibitor registration system. Employers may reserve and pay for Career Fair participation using a credit card at the time of registration.

Organizations that require payment via ACH or invoice may contact Ruby Central directly to arrange alternate payment methods. ACH payment options are available upon request and must be coordinated with Ruby Central's sponsorship team prior to the registration deadline.



To reserve space or request ACH payment arrangements, please contact:

Tom Chambers

Sponsorship Manager, Ruby Central
tom@rubycentral.org

SCHEDULE A CALL

Contact Information

Tom Chambers
Sponsorship Manager, Ruby Central
tom@rubycentral.org