let's **move**
the **java world**

Software Developer Career Unplugged

Wojciech Seliga

05/15/13

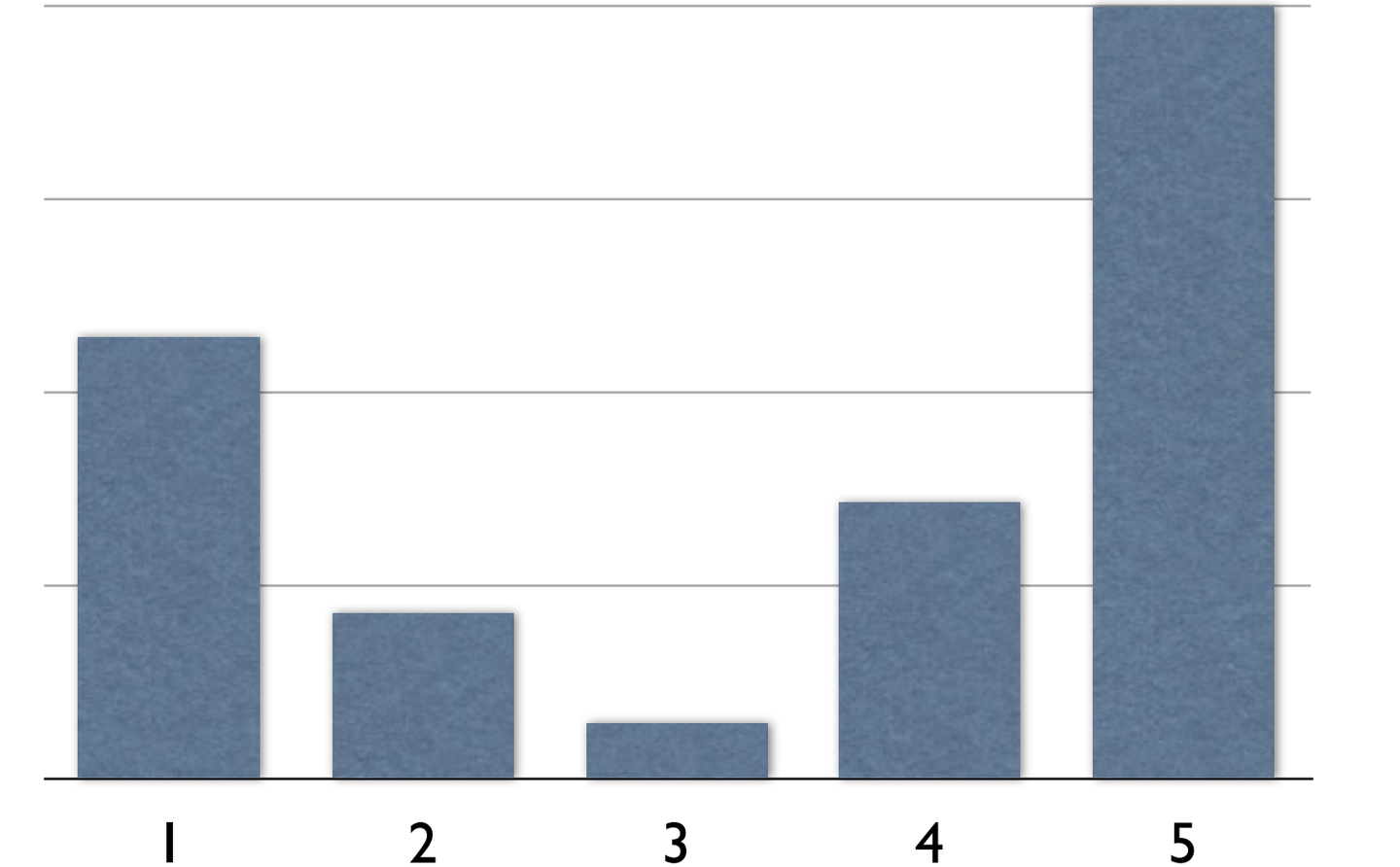
Unplugged

Who is this guy

- Spartez CEO
- JIRA guy
- Seasoned developer
- Recruiting from around 2004
- Last year "processed" 400+ candidates
- Made lots of mistakes in his career and wants to share some of the lessons learnt

Confitura 2012

Most Discussed Talk



*distribution guessed

Disclaimer

Twitter: @wseliga

just kidding

Am I much smarter?

No

I am just luckier than average

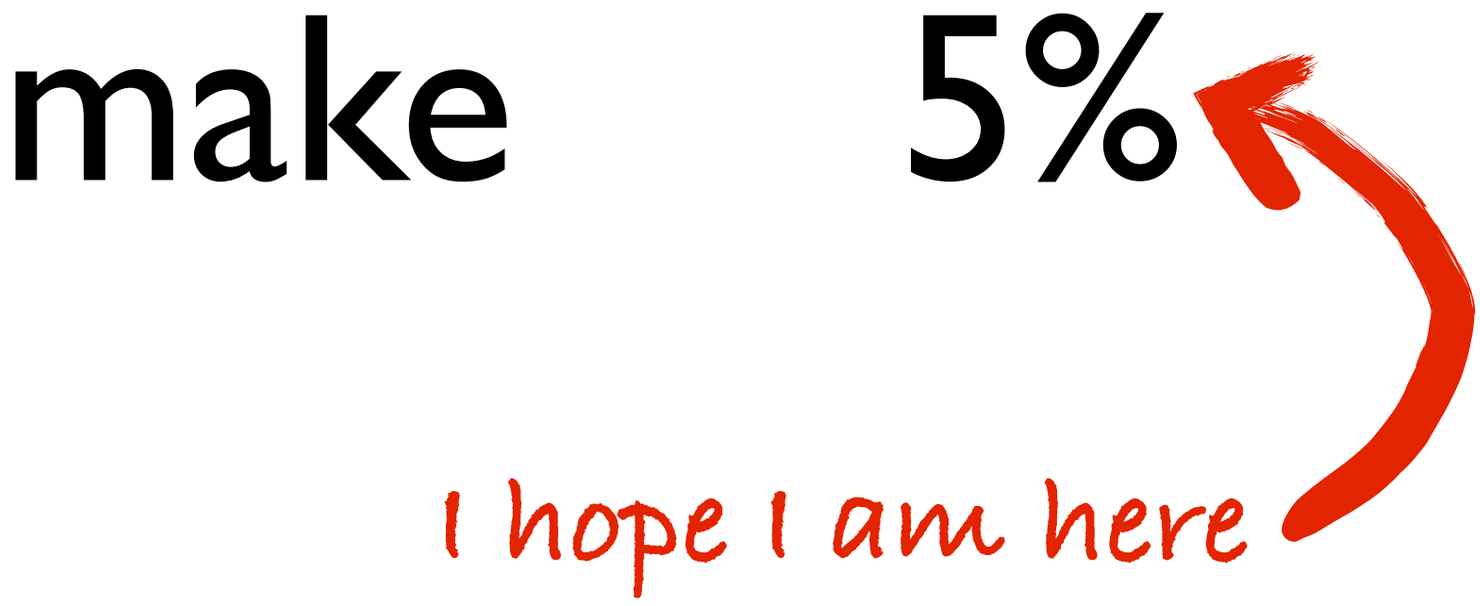
“*There are people who **make** things happen,
there are people who **watch** things happen,
and there are people who **wonder** what happened.*”

Jim Lovell
Apollo 13 mission commander

watch 75%

wonder 20%

make 5%



Ice Floe "Strategy"

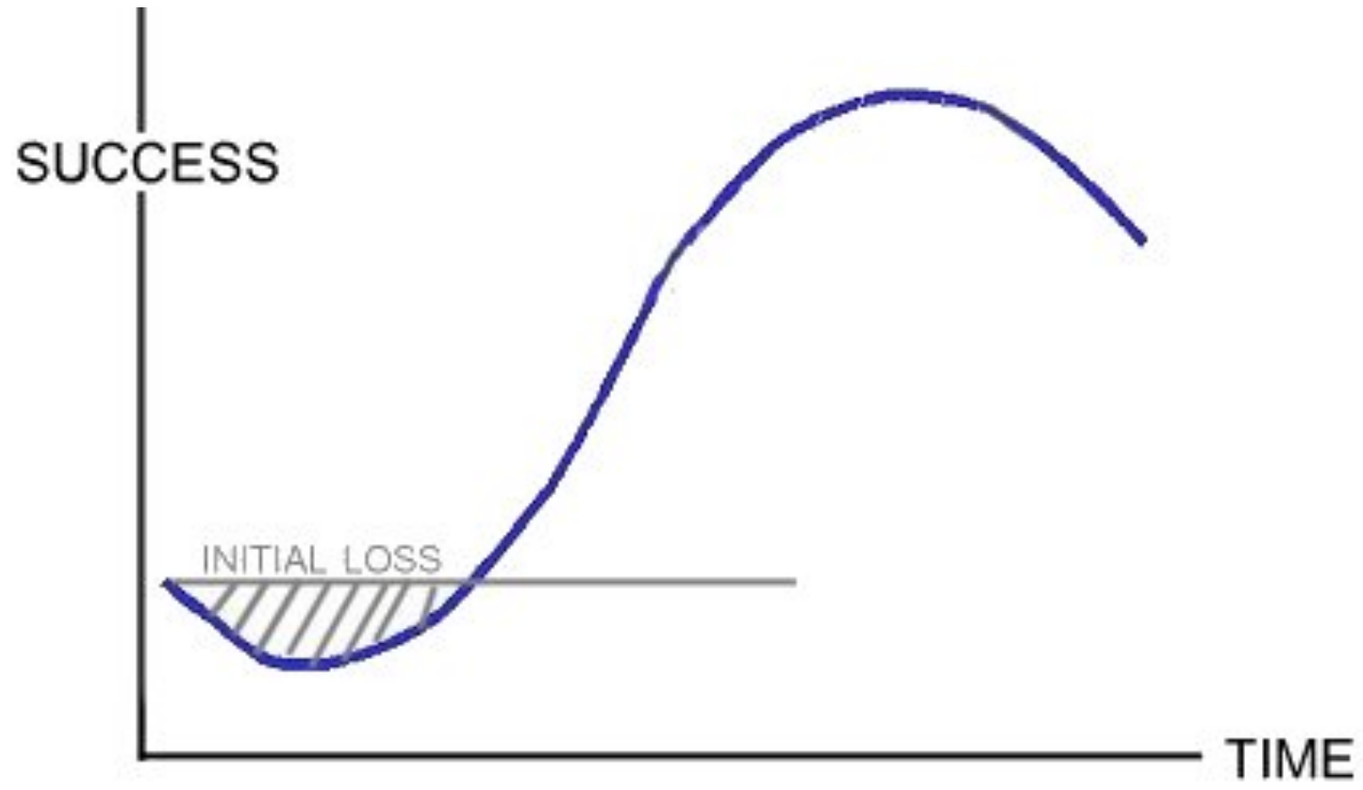
Wednesday, May 15, 13

How did you end up doing X?

That was by accident!

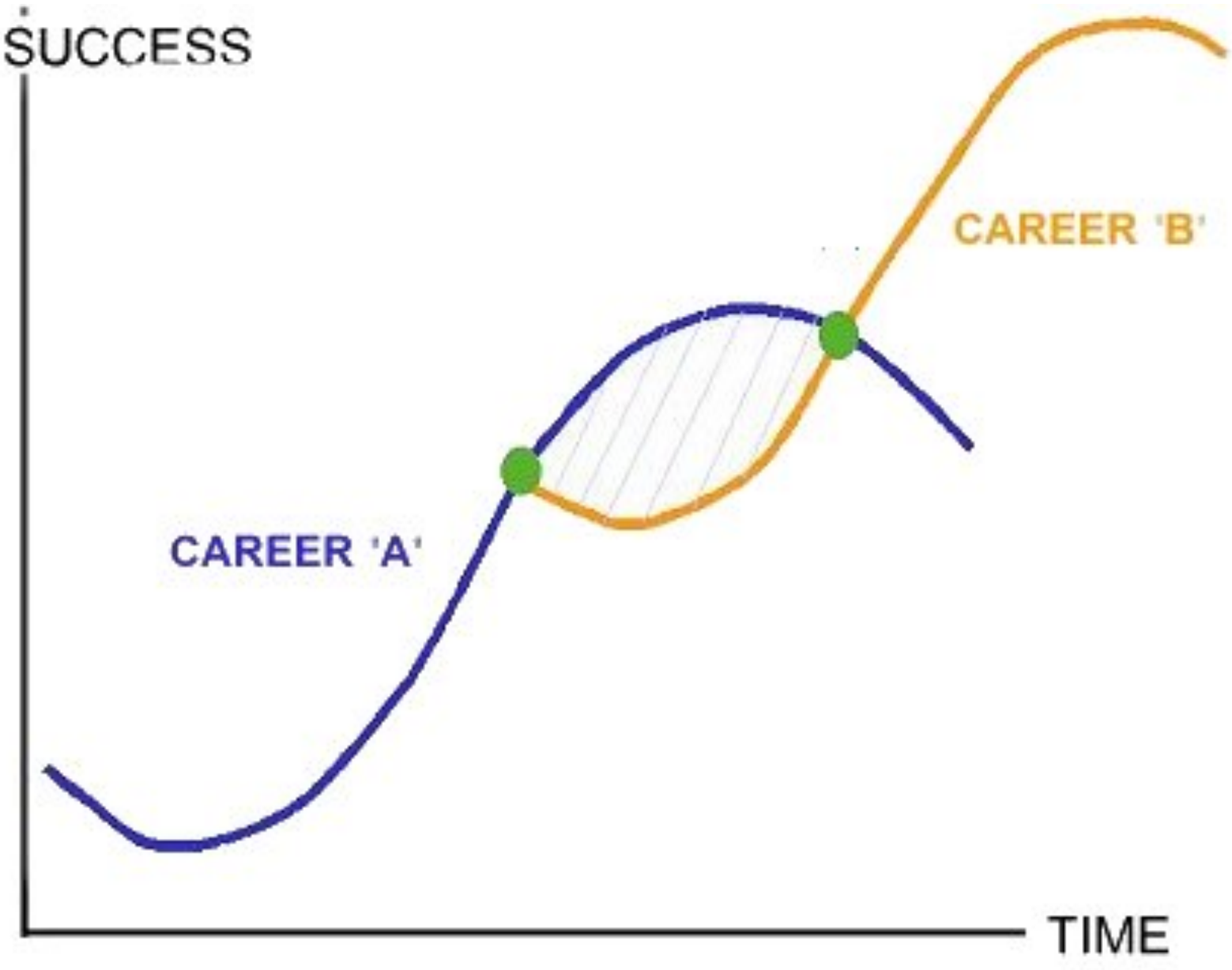
Steer your own career

Sigmoid Curve



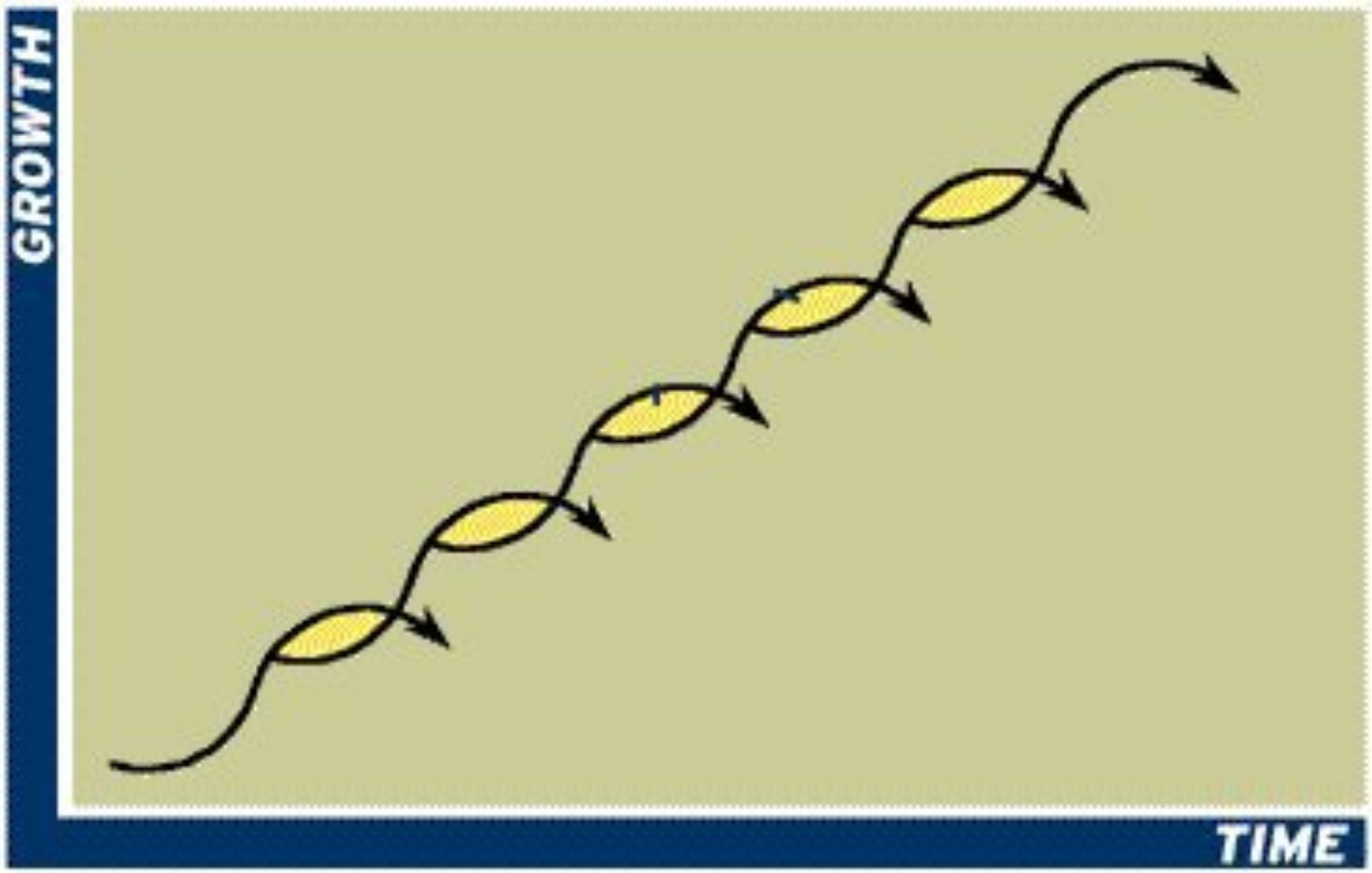
Empty Raincoat by Charles Handy

Sigmoid Curve - Career



From http://vannevar.blogspot.com/2009/01/riding-sigmoid-curve.html

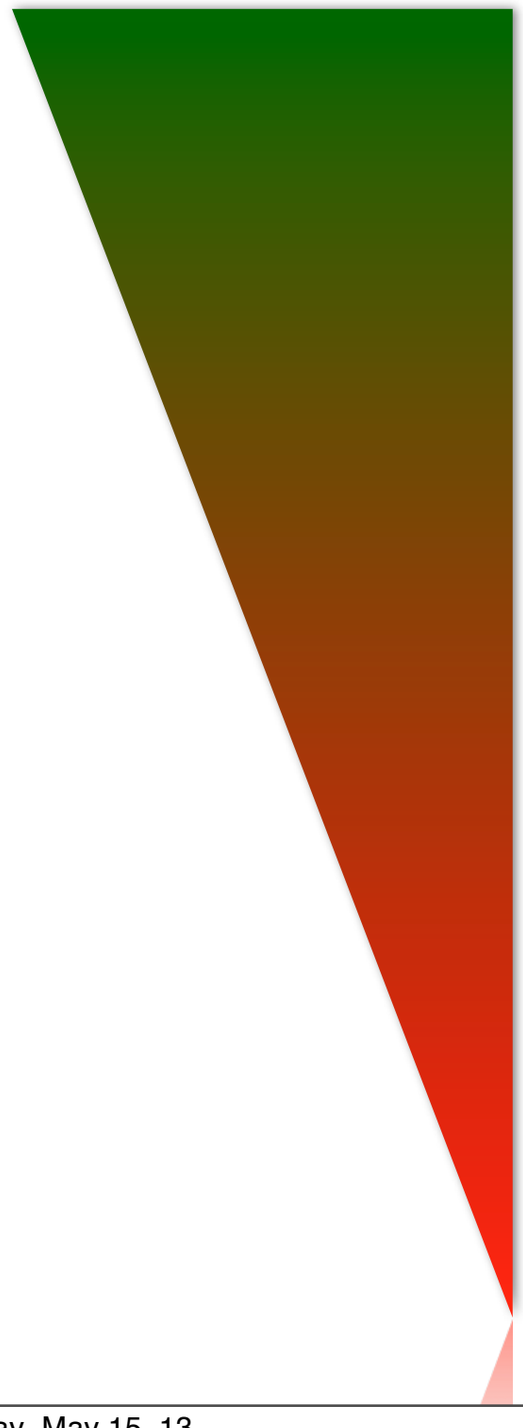
Sigmoid Curve Chained



From http://vannevar.blogspot.com/2009/01/riding-sigmoid-curve.html

Linchpin and Lizard Brain

An attractive company



Culture

Products/Customers - Impact/Purpose

Opportunity for personal growth

Colleagues

Money ✖

Location ✖

Technology ✖

Cultura

Culture

- Beliefs
- Values ... in practice
- Practices
- Attitude
- Openness (Open Source, Community, Public Issue/Status Tracking, Forums)
- Executives & Board

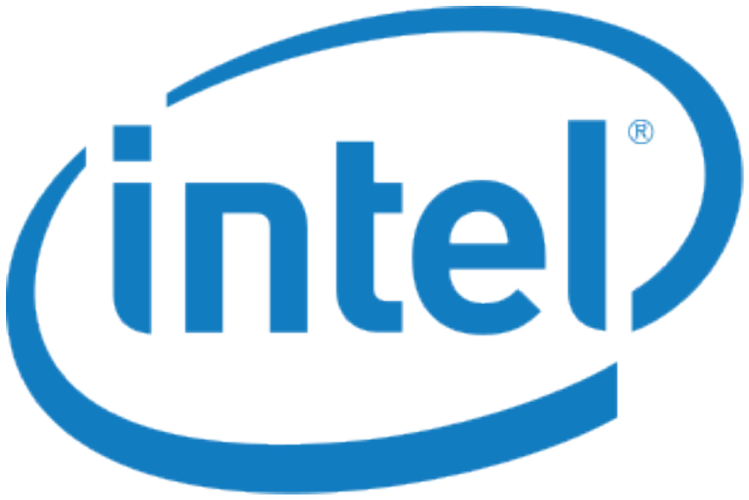
“Culture is to recruiting as product to marketing”

From HubSpot

The way people work and live

	THEN	NOW.
FOCUS	Pension	Purpose
NEED	Good Boss	Great Colleagues
HOURS	9-5	Whenever
WORKPLACE	Office	Wherever
TENURE	Whole Career	Whatever

From HubSpot



- Customer Orientation
- Discipline
- Quality
- Risk Taking
- Great Place to Work
- Results Orientation

- Open Company, No Bullshit
- Build with Heart and Balance
- Don't #@!% the Customer
- Play, as a Team
- Be the Change You Seek

HubSpot

THE HUBSPOT CULTURE CODE.

1. We are as maniacal about our **metrics** as our **mission**.
2. We obsess over **customers**, not competitors.
3. We are radically and uncomfortably **transparent**.
4. We give ourselves the **autonomy** to be awesome.
5. We are unreasonably **selective** about our peers.
6. We invest in individual **mastery** and market value.
7. We defy conventional “wisdom” as it’s often unwise.
8. We speak the **truth** and face the facts.
9. We believe in **work+life**, not work vs. life.
10. We are a perpetual **work in progress**.

SPARTEZ

- Open Company - No Bullshit
- Don't Fuck The Customer
- Be The Change You Seek
- Great Place to Work
- Simplicity FTW

Impact / Purpose

Criticality

Revenue

Delight

Sharing

Involvement

Charity

Products

Open Source

Passionate Customers

Opportunities for personal growth

Job Titles

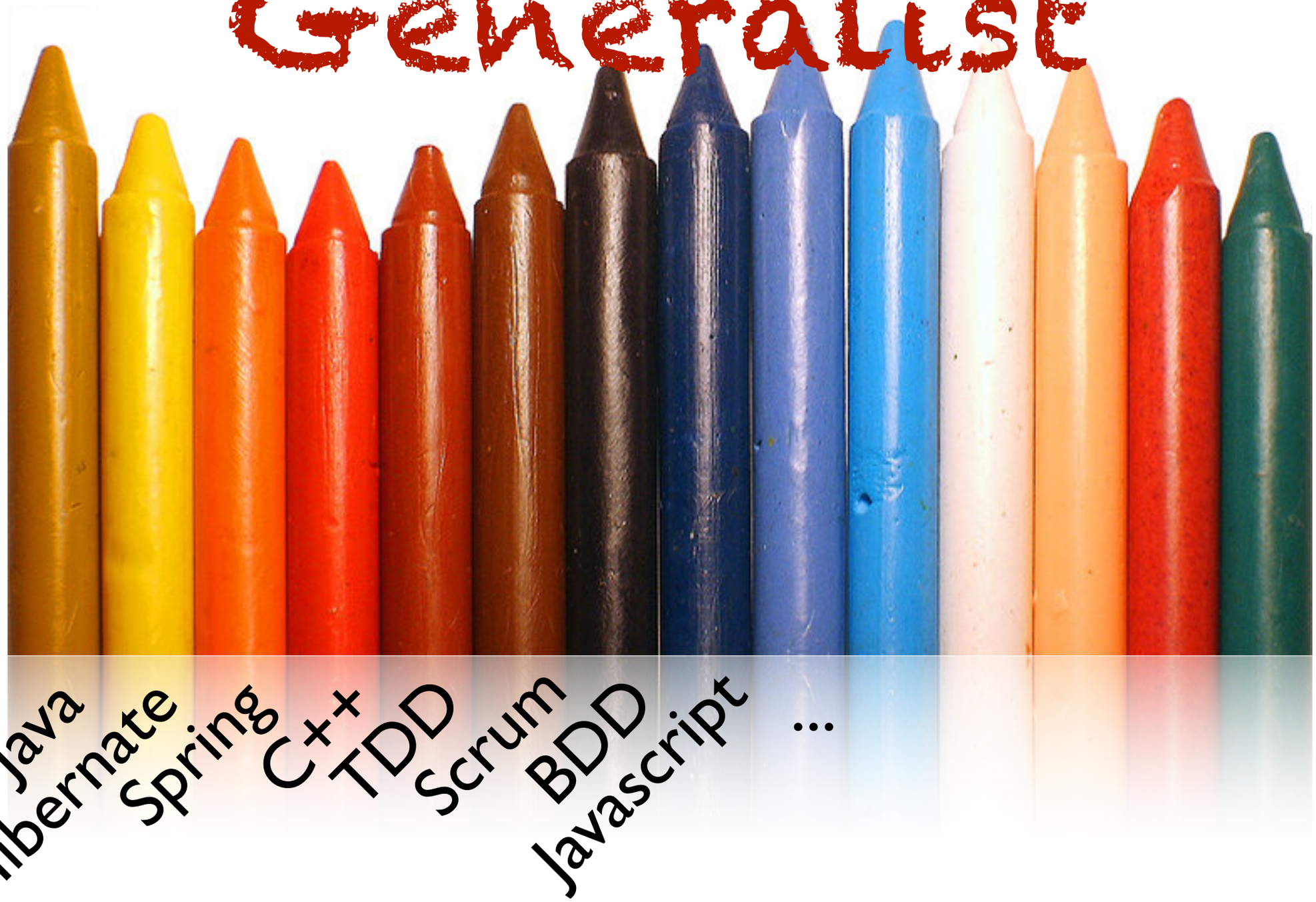
- Ignore titles - companies imprison you with them and trade them for increased salaries
- Invent your own title - summarize how you would like others to see you
- Pay for your title :)

Tell me what you read or do ...

- Tweets?
- Blogs
- Essays / Podcasts
- Whitepapers
- Conferences, brown-bags, meetups
- Books (other than reference manuals)

Crayons Skills

Generalist



Generalist

Specialist

Generalists vs. Specialists

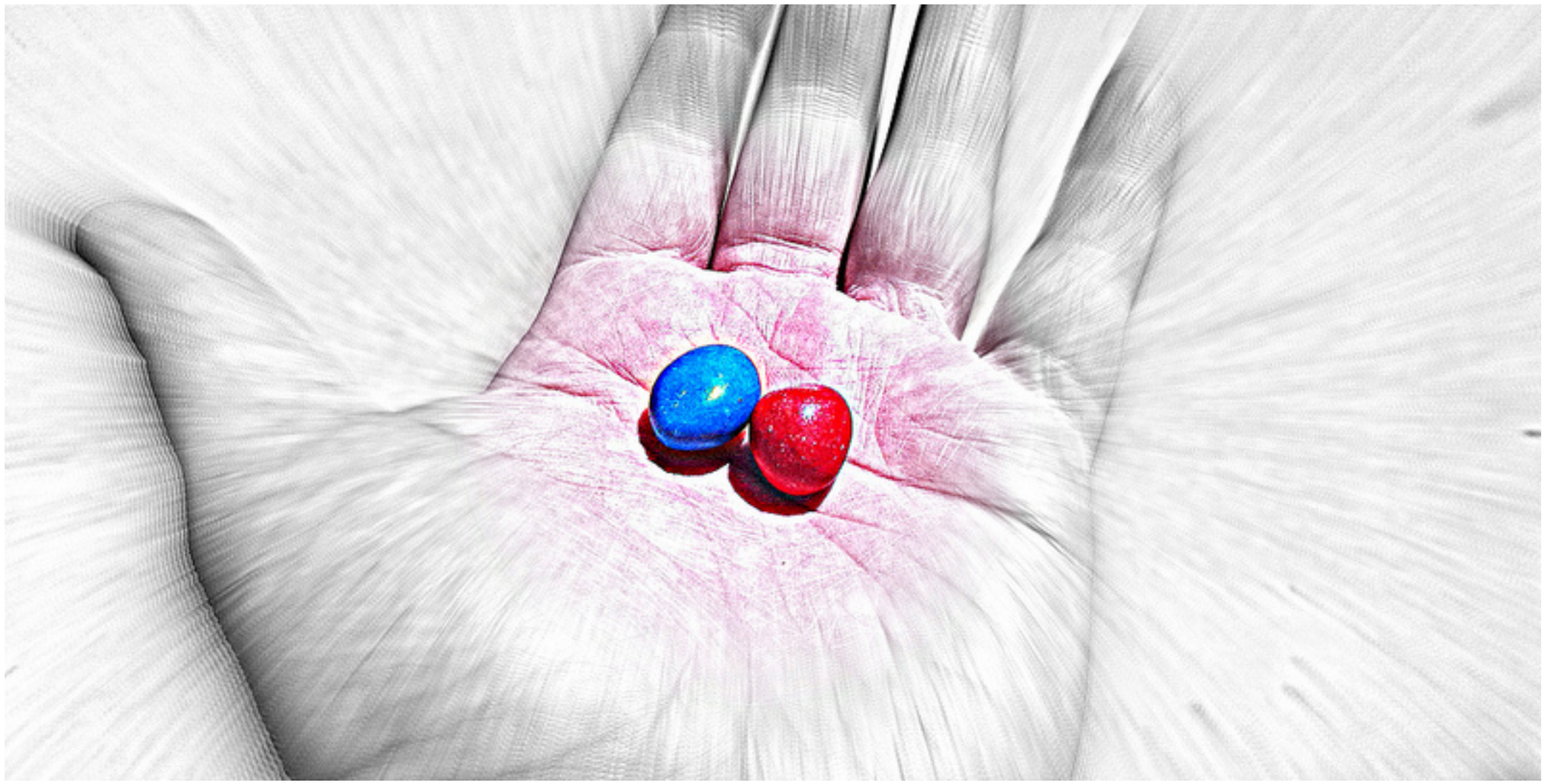
- Generalists → startup
- Specialists → medium size and bigger companies
- Generalists → higher level managers
- Specialists → subject matter experts

People usually will remember you only from **the longest crayon** (the pole of your career tent)

Developer Career

vs

Managerial Career



Credits: ptmoney.com

Dev or Manager - Vision

“When your vision of what you want to do is what you can do single-handedly, then you should pursue it. The day your vision, what you think needs to be done, is bigger than what you can do single-handedly, then you have to move toward management.
And the bigger the vision is, the farther in management you have to go.”

RICHARD HAMMING: YOU AND YOUR RESEARCH

From: http://www.paulgraham.com/hamming.html

Maker's Schedule

vs.

Manager's Schedule

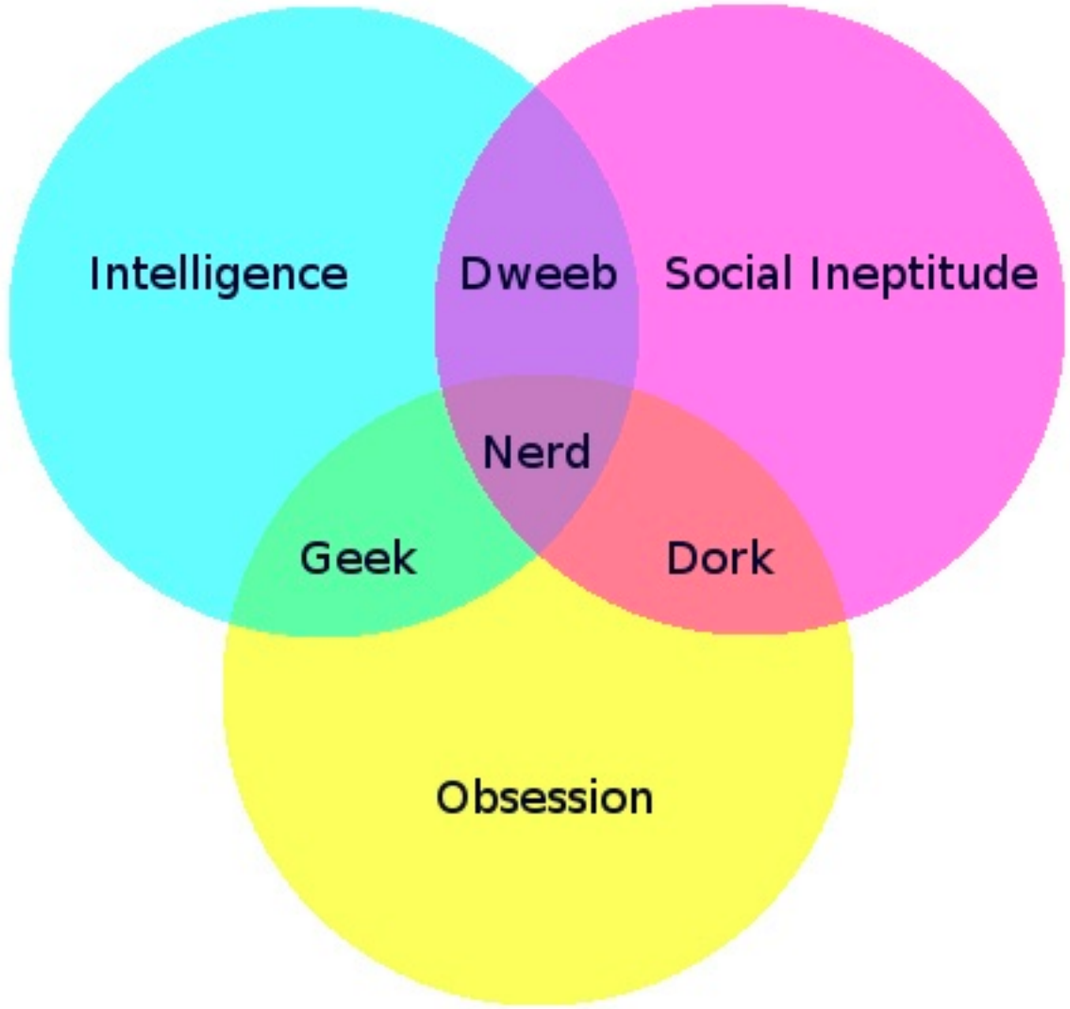
From http://www.paulgraham.com/makersschedule.html

The choice should not be driven by money

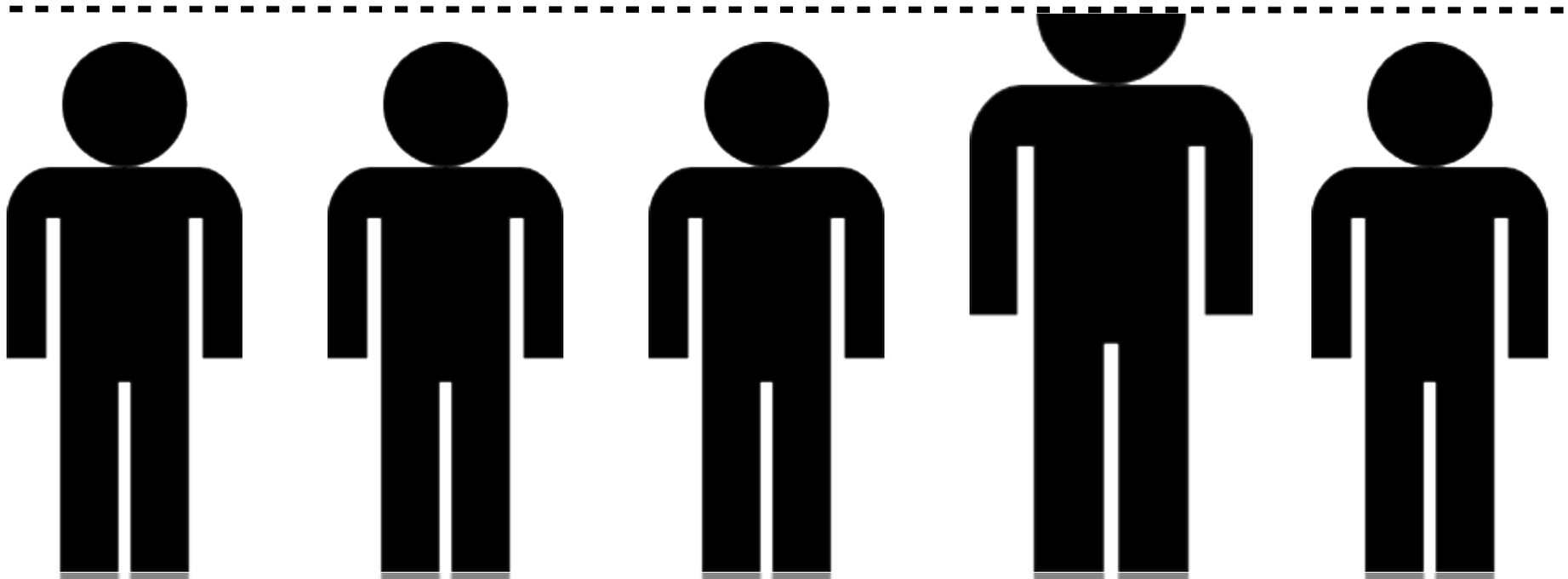
The company should offer devs and managers similar growth opportunities

Colleagues

Nerds vs Geeks

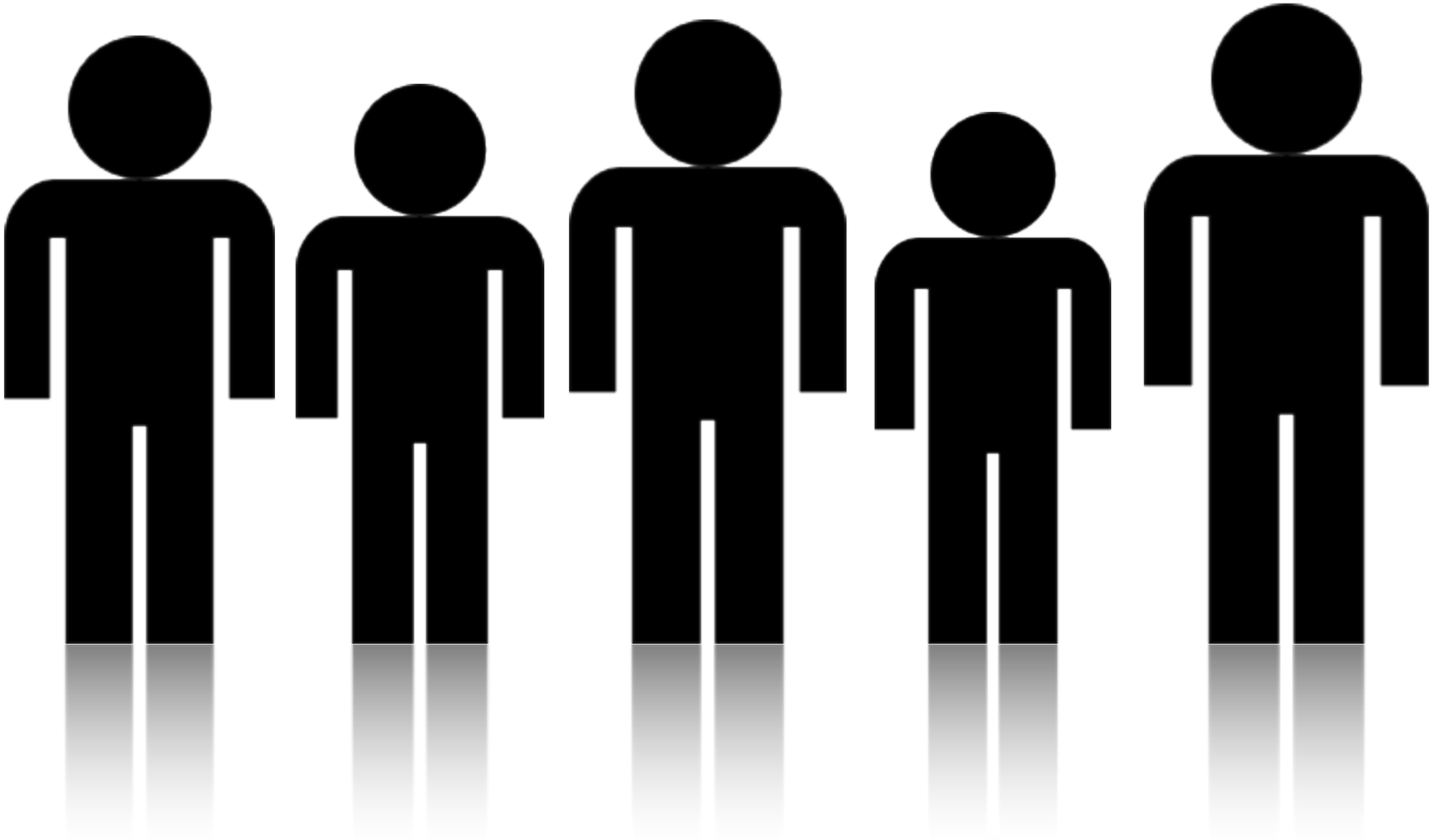


Colleagues



“You are the average of the five people you spend the most time with.”

Jim Rohn



Senior developers

- what does it tell about a company when a graduate becomes a team architect in a year?
- and gets the most senior position in engineering year later?

Senior Developer

- super-smart
- productive - delivers!
- analyses potential solutions from various perspectives, identifies the pros/cons and is not afraid of making recommendation
- can break down a mammoth task/project into smaller tasks
- can make accurate estimates for bigger endeavors*
- can mentor other developers, e.g. via code reviews and pairing
- can make justified recommendations on new technology - frameworks, libraries, languages, etc.
- an architect who actually produces code

http://katemats.com/paradox-autonomy-recognition/
http://www.kitchensoap.com/2012/10/25/on-being-a-senior-engineer/

Senior Developer

- Creates trust by being hyper-visible
- Be the engineer that everyone wants to work with

Senior developers make mistakes

- Nobody is perfect
- Senior developers acknowledge this fact and are prepared and willing to solve various problems then cannot foresee

10000 hours

5.5 years

8 hours a day

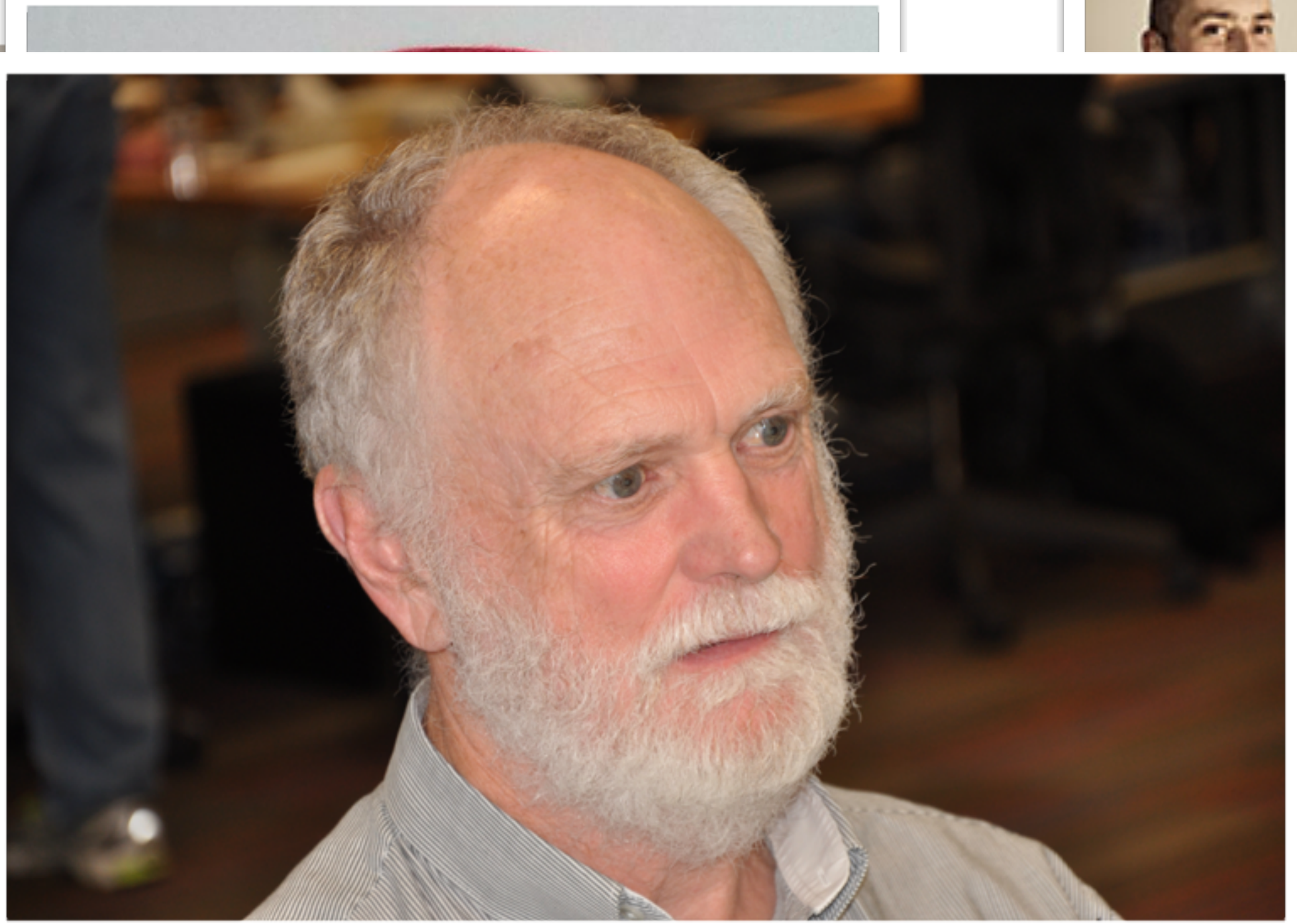
14.7 years

3 hours a day

Meetings Procrastination Mails

Processes Methodologies

Kids vs. Santas

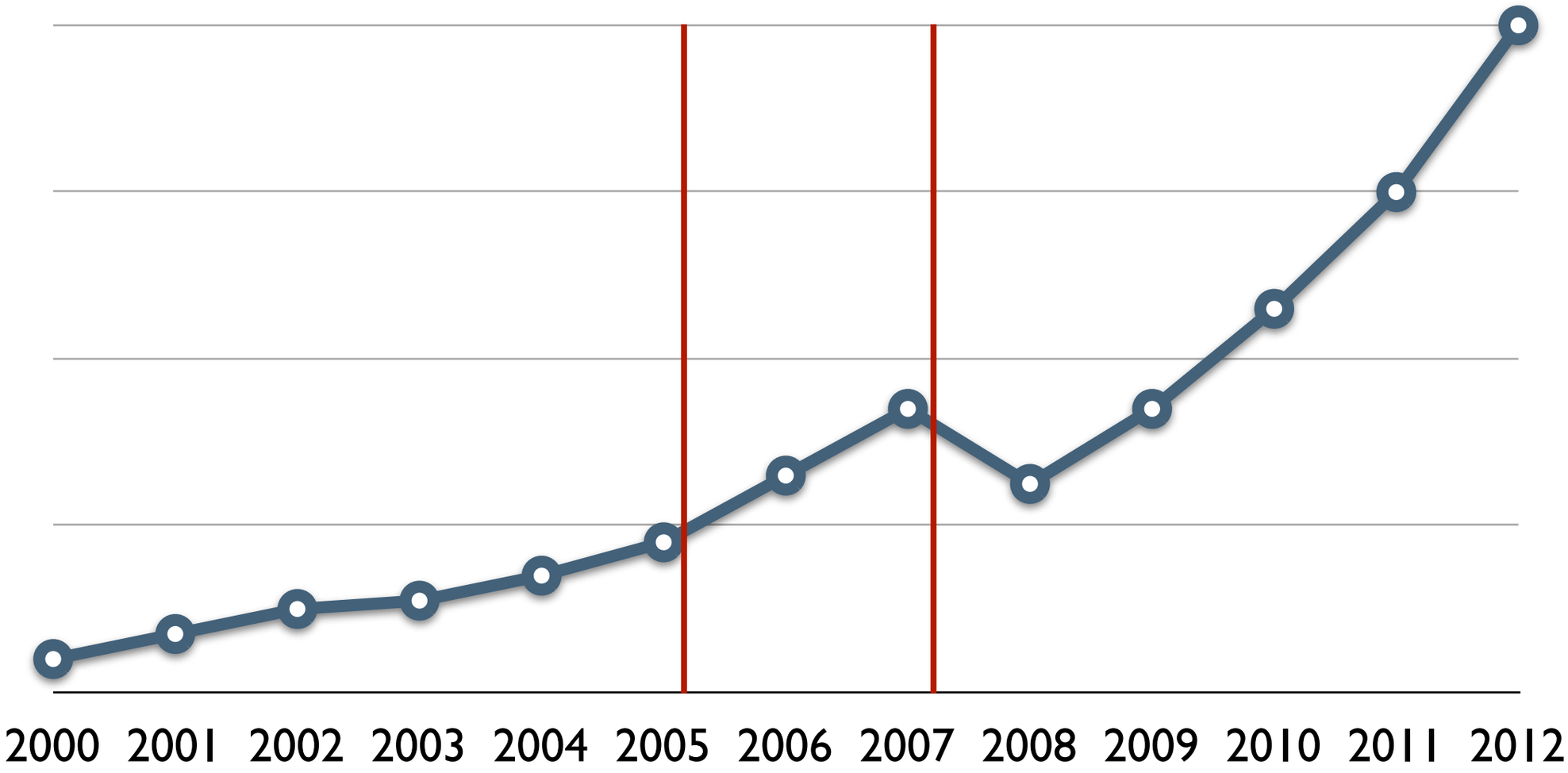


Money

Pay ranges - job ads

- Sets clear upfront expectations inside and outside
- Avoids dork applicants: *I passed in my life many tests and exams. I don't have to be punished in this way to be motivated and work effectively. How much you pay 1500 PLN gross, or less?*
- Unfortunately publishing exact salaries (even internally) is in Poland forbidden by law.

Pay Ranges


2000
2001
2002
2003
2004
2005
2006
2007
2008
2009
2010
2011
2012

You can always earn more ... elsewhere

Salary - Prison

Hatred

Sadness

Apathy

Passiveness

Aggression

Doubts

Fear

Mortgage
Loan

Family

Luxuries

School

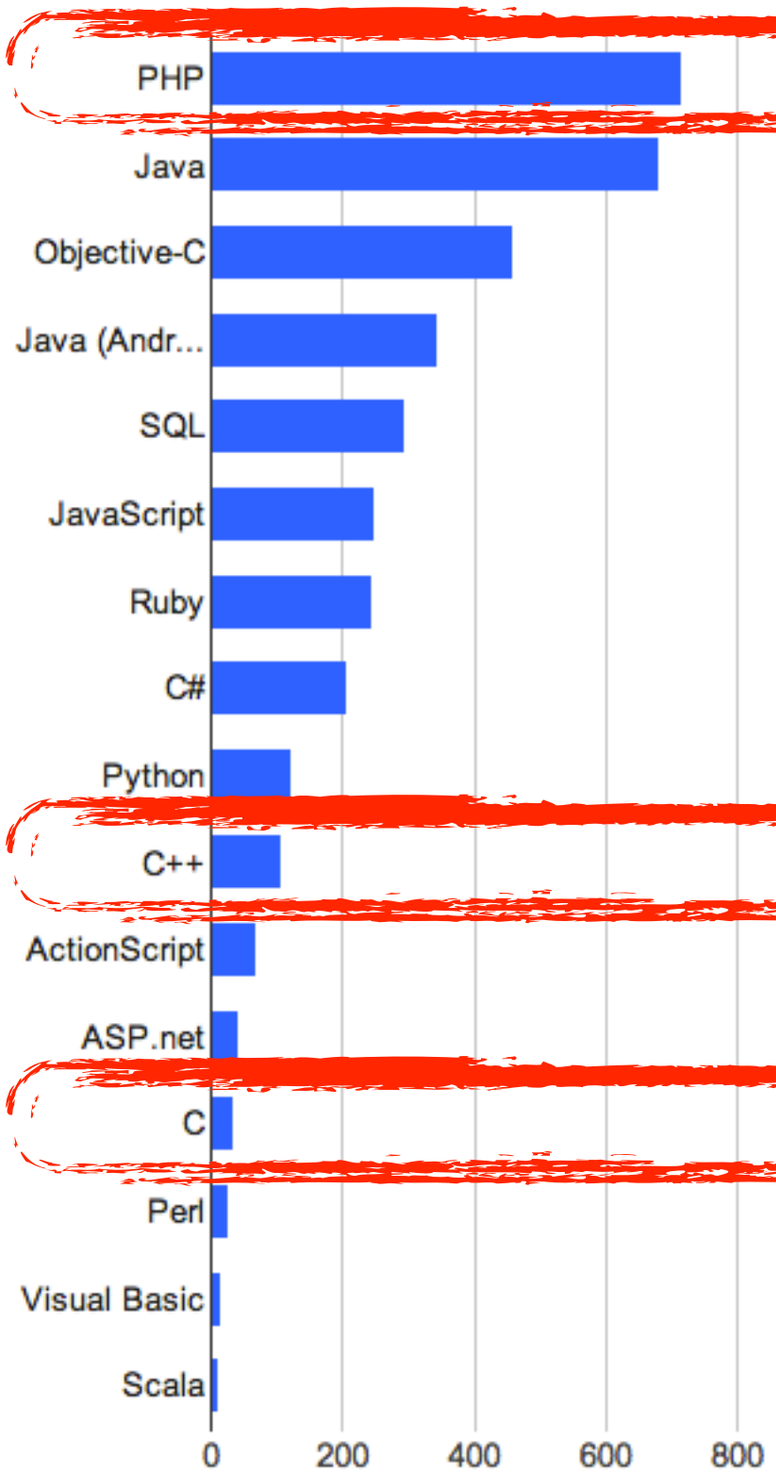
Technology

Cobol vs Java

- COBOL (COmmon Business-Oriented Language) - 1959, objects added in 2002, new standard still in progress
- Java - 1995 (1.0), Java 7 (01.2010 with tons of features → 07.2011 bare, Java 8 (2012 → 2014 (18)), Java 9 (2016 → 2025)
- Do you remember Delphi? or ...ActionScript?
- Some say: native apps for mobiles are dead
- Expect at least 5 - 10 big waves in your career

Jobs Tractor

Jobs Tractor language trends May 2013



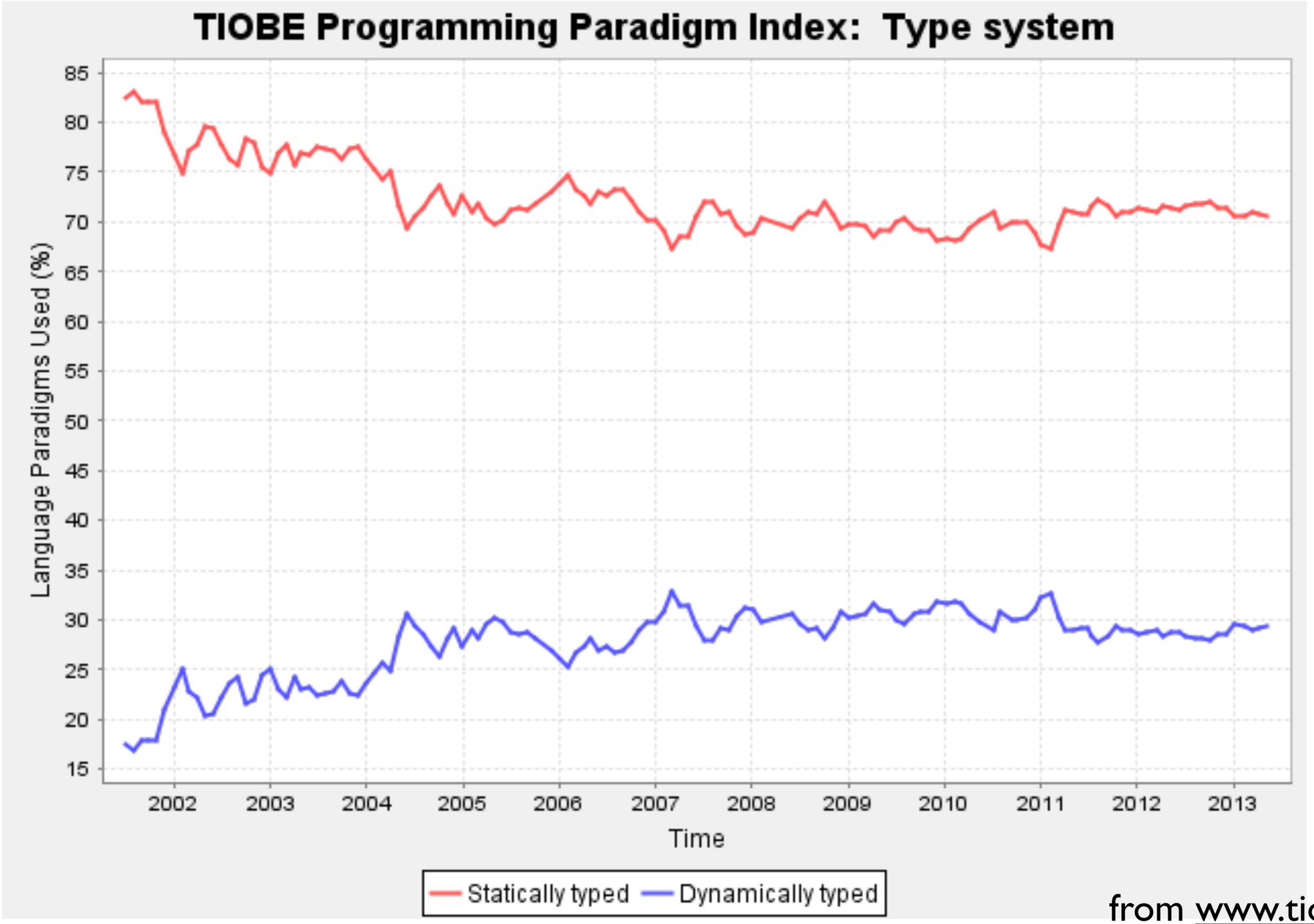
Language	Jobs
PHP	717
Java	683
Objective-C	458
Java (Android)	345
SQL	293
JavaScript	249
Ruby	245
C#	205
Python	122
C++	108
ActionScript	69
ASP.net	42
C	33
Perl	26
Visual Basic	14
Scala	13

© JobsTractor 2011-2013

Position May 2013	Position May 2012	Delta in Position	Programming Language	Ratings May 2013	Delta May 2012	Status
1	1	=	C	18.729%	+1.38%	A
2	2	=	Java	16.914%	+0.31%	A
3	4	↑	Objective-C	10.428%	+2.12%	A
4	3	↓	C++	9.198%	-0.63%	A
5	5	=	C#	6.119%	-0.70%	A
6	6	=	PHP	5.784%	+0.07%	A
7	7	=	(Visual) Basic	4.656%	-0.80%	A
8	8	=	Python	4.322%	+0.50%	A
9	9	=	Perl	2.276%	-0.53%	A
10	11	↑	Ruby	1.670%	+0.22%	A
11	10	↓	JavaScript	1.536%	-0.60%	A
12	12	=	Visual Basic .NET	1.131%	-0.14%	A

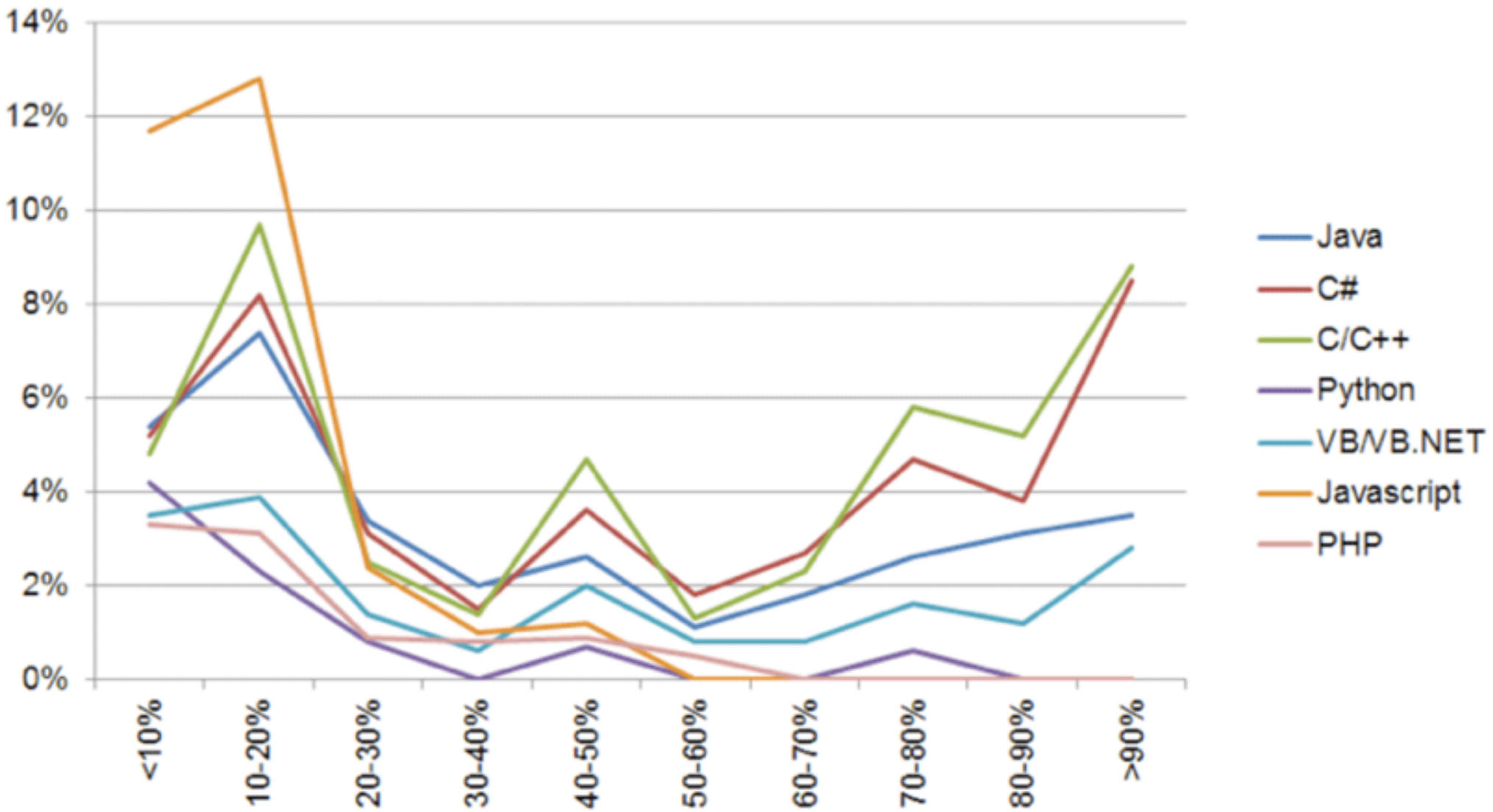
from www.tiobe.com

Off-topic: dynamic languages



from www.tiobe.com

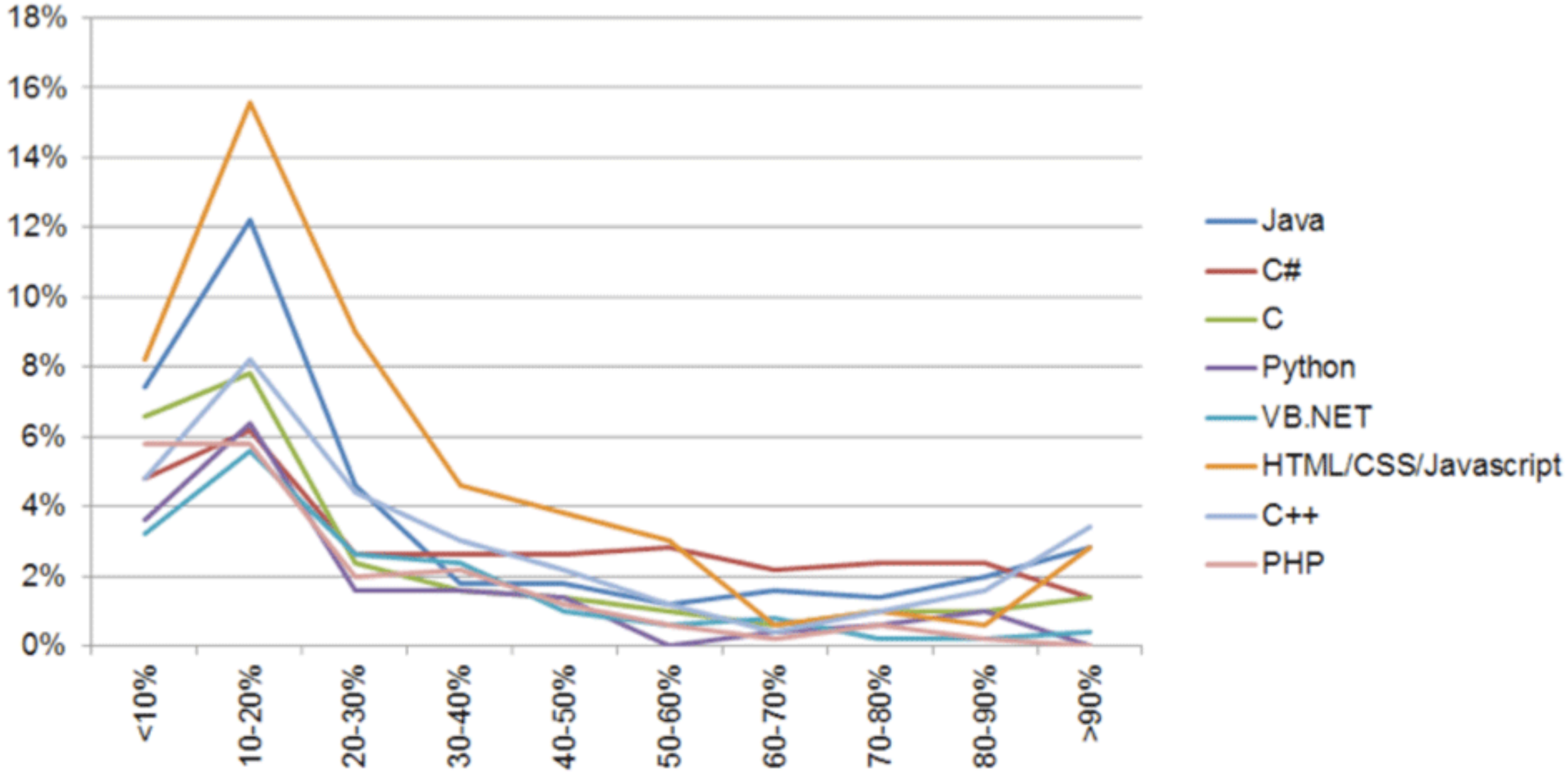
Polyglots Needed?



Fraction of programmers (y-axis) who spend x amount of time coding in a given language in **2010**.

from www.drdobbs.com

Polyglots Needed!



Fraction of programmers (y-axis) who spend x amount of time coding in a given language in **2012**.

from www.drdobbs.com

Changing you job?

When to change your job

- You no longer learn/grow or your growth decelerates
- You don't have fun
- One of it should be enough
- Use Career Mirror: a spouse, a partner, best friend, a parent, a sibling ...
- and follow their advice

Job Interviews

- Your opportunity to see what kind of people work in the company, what is important to them and if you can learn from them
- The best candidates are those from whom interviewers can learn something
- Both sides play this game - it's not a solitaire

0%

people regret changing their job*

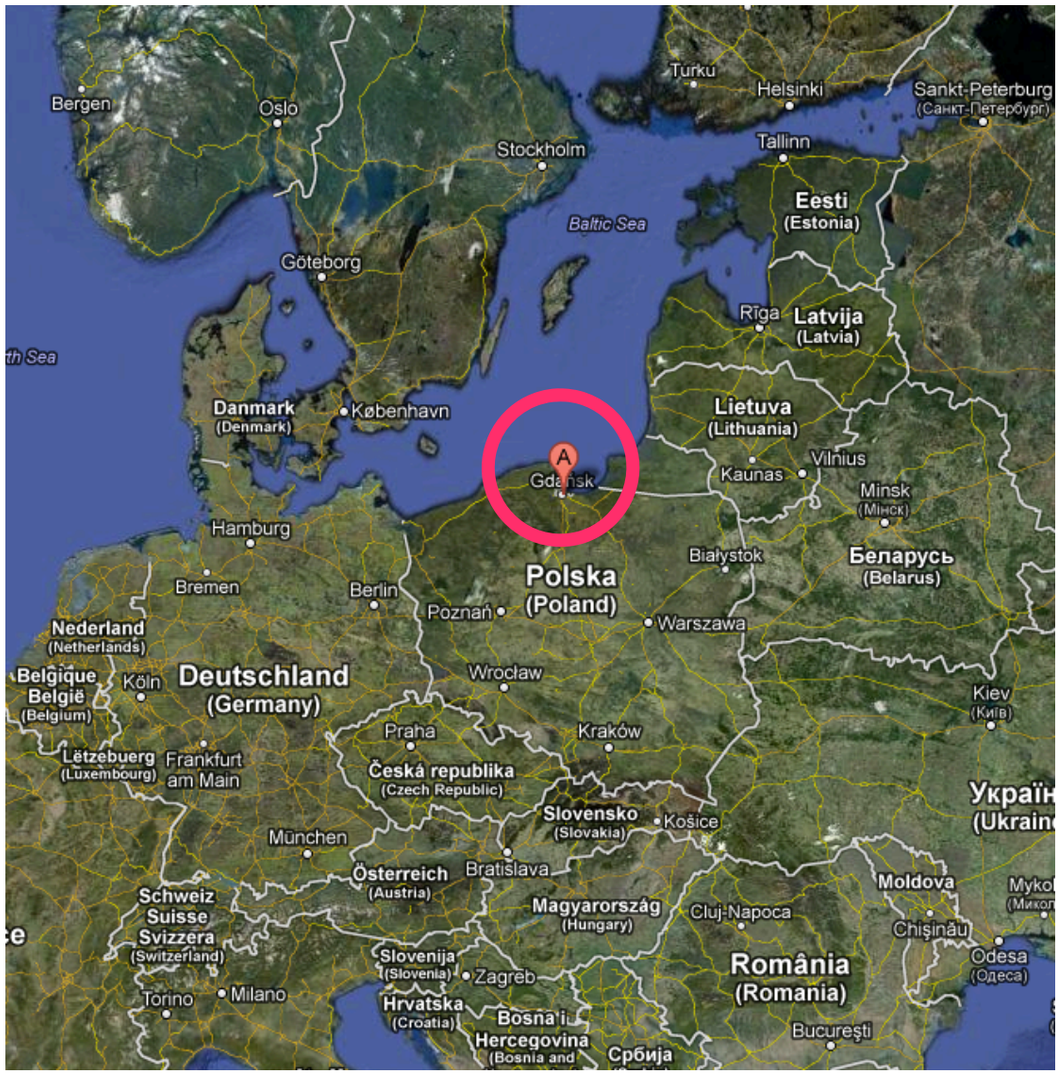
majority regret it was too late

Ex-employees or Alumni

SPARTEZ

Atlassian

Intrigued?
We are hiring in Gdańsk



- Development Team Lead
- Front-End Developer
- QA Engineer
- UX Designer
- Java Developers
- Product Manager
- Product Marketing Manager

www.spartez.com

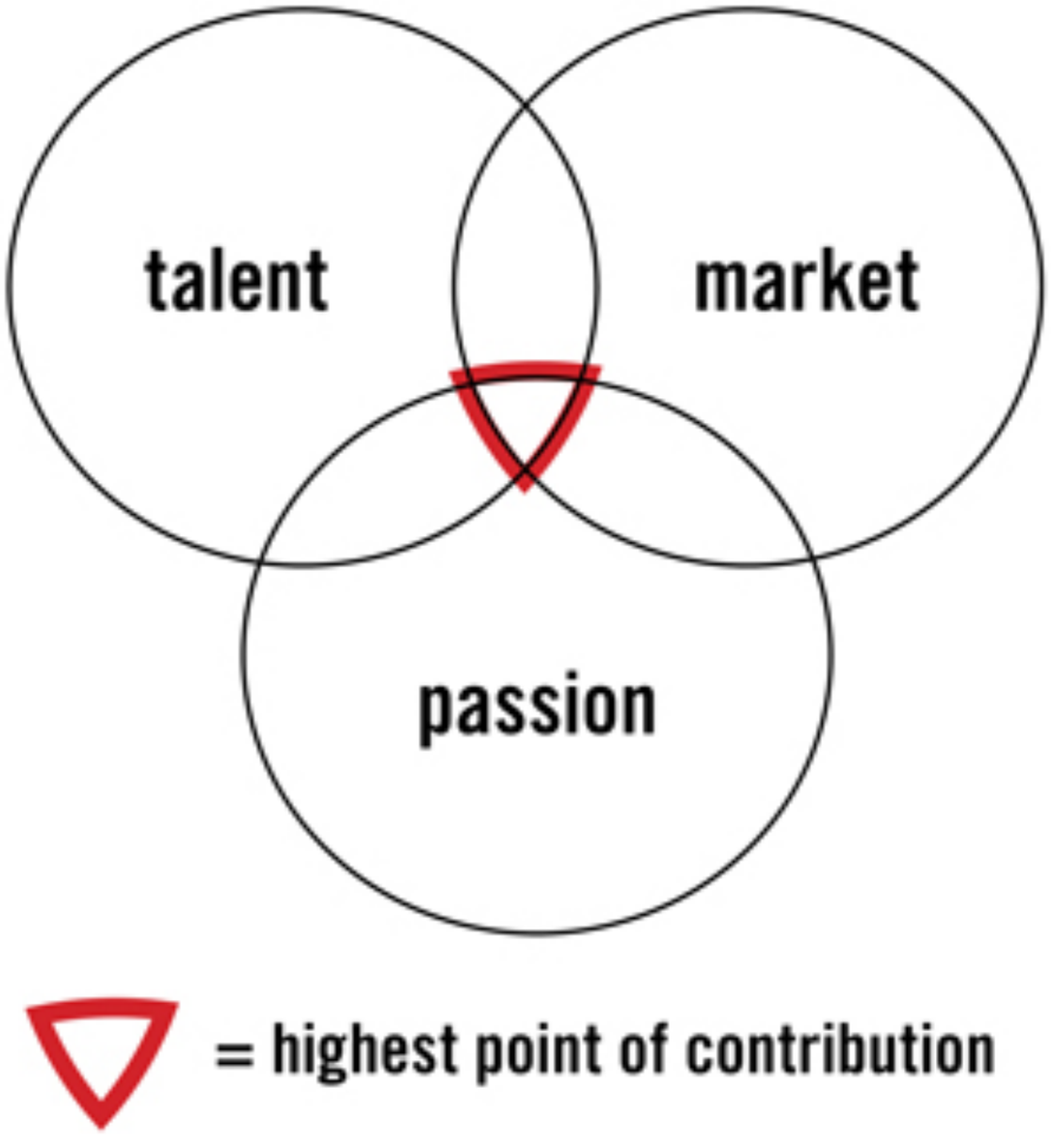
Take-aways

- Take control of your career - don't jump just to the closest bigger floe
- Don't be complacent. Be hungry!
- There are more pay grades above you that you think
- Bet on good colleagues and good culture
- Don't let imprison yourself with the salary
- Change your job if you grow too slowly or the mirror test says so
- Technologies come and go - they are tools not the purpose

Take control of your own career

Don't let accidents drive your life

Highest Point of Contribution



Credits

- Certified 100% - by Arianne - http://www.flickr.com/photos/whatnot/6853556/ - CC BY-NC-SA 2.0
- Ampersand - by Chris - http://www.flickr.com/photos/chrisinplymouth/3684495317/ - CC BY-NC-SA 2.0
- Ice Floes - By Jason Auch - CC-BY-2.0, via Wikimedia Commons
- Seal on Ice Floe - by Tolka Rover - http://www.flickr.com/photos/eob/3146276478/ - CC BY-NC-SA 2.0
- Ice Raft - by Tim Ellis - http://www.flickr.com/photos/tim_ellis/26360944/a - CC BY-NC 2.0
- Steering by keepingtime_ca - http://www.flickr.com/photos/keepingtime_ca/4851722309/ - CC SA 2.0
- Suit 1 - by Nelson Pavlosky - http://www.flickr.com/photos/skyfaller/303724468/ - CC SA 2.0
- Hippie Cats - by Jessica Langlois - http://www.flickr.com/photos/coollibrarian/3148395959/ - CC BY-NC-ND 2.0
- Greek Parthenon - by Nathan Jones - http://www.flickr.com/photos/pwinker/2764031408/ - CC BY-NC 2.0
- Roman Column - by Diane Lee - http://www.flickr.com/photos/dileeshus/8293023363/ - CC BY 2.0
- Alumni - By Meghdad thrust - http://commons.wikimedia.org/wiki/File%3ASome_alumnus_of_IUT_2.jpg - CC BY-SA 3.0
- Mirrors - by Dean Shareski - http://www.flickr.com/photos/shareski/3786803863/ - CC BY-NC 2.0
- Money! - by Trace O - http://www.flickr.com/photos/tracy_olson/61056391/ - CC BY-SA 2.0
- Prison Bars - by Fernando Silveira - http://www.flickr.com/photos/fernandosilveira/421888962/ - CC BY-NC-SA 2.0
- Questions - by Mykl Roventine - http://www.flickr.com/photos/myklroventine/2372327933/ - CC BY 2.0
- Drop Impact - by Roger McLassus - http://commons.wikimedia.org/wiki/File:2006-01-28_Drop-impact_modified.jpg - CC BY-SA 3.0

Questions?