

DEVELOPING A CAREER ROADMAP

PERITUS PARTNERS X CODE ACADEMY BERLIN



PERITUS
PARTNERS



AGENDA FOR TODAY

WHAT YOU WILL LEARN

About Peritus Partners

What exactly is a career roadmap?

Key steps to help develop your own

When to reflect on your own roadmap

Recap

PERITUS PARTNERS

At Peritus Partners, our mission is to bring simplicity to the chaos of recruitment allowing you to focus on what you do best, develop world-changing ideas.

As next-generation recruiters, we blend business, education, and community together to create a seamless experience like no other.

We actively support future IT specifically like yourself with free educational material in the hope that if we cannot find a job for you, then at least you can take what we know forward in your career.

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**A CAREER ROADMAP IS A PERSON'S
UNIQUE, PERSONAL DEVELOPMENT
PLAN FOR THEIR CAREER.**

CORE BENEFITS OF DEVELOPING A CAREER ROADMAP

(1)

Avoid taking unnecessary jobs that do not bring you closer to your personal goal.

(2)

Identify gaps in knowledge and experience, allowing you to stay focused on personal development.

(3)

Helps factor in all elements of a career move, not just salary and perks.

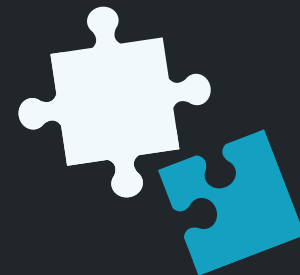
(4)

Offers clarity on where you are going, helping you alter and pivot easier if required.

5-STEP PROCESS



Goal



Skills



Time



Milestones



Support



Goal

Firstly start with the end goal in mind, allow yourself to set no limitations.

Understand what the 'ideal' looks for you, then work backwards to where you are today.

For now, it doesn't matter how you will achieve those jobs, it is simply important that you have an idea where you are heading and why.



Goal Example



Senior Frontend Developer

Full-Stack Developer



Senior Full-Stack Developer



Tech Lead



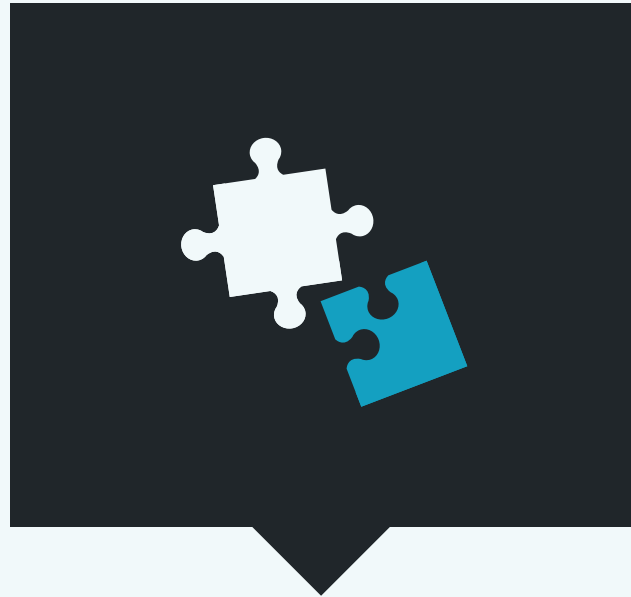
Head of Engineering

Head of Development



Director of Engineering

CTO



Skills

With an idea of your career roadmap, the next step is to the best of your ability, to fill in the skills required at each step.

This will be the most labour intensive aspect of your roadmap, just remember that the more detail you include, the better it will be for you in the future.

This sounds harder than it is, the aim is to use what you have around you and your intuition to add as much detail as possible.



Skill Methods

Consider using tools/methods such as:

Internal rubrics (if you have access to them)

Personal network (friends in the industry)

Relevant job descriptions (note this change over time)

A trusted mentor or Code Academy Berlin



Skills Example

Senior Frontend Developer

Minimum Qualifications:

4 years working in HTML, CSS and JavaScript

Experience in at least one of the core tools (Angular / React / Vue)

for at least 18 months

Ability to coach/mentor junior developers

Excellent interpersonal and problem-solving skills

Independent thinker

Desirable Qualifications:

Knowledge of DevOps and backend tools (Node)

Understanding of Redux, GraphQL, TypeScript etc.

Adaptive and creative, with a growth mindset



Time

Having an overview of where you want to go as well as the skills required to get there is only part of the story, you then need to time-bound yourself to each position.

By doing this you stay hungry and true to your personal aims, you are less likely to be sidetracked by perks or pay rises (unless this is what you want) and it means you can move each time in your career from an informed decision.

It's important to be realistic with the time you allocate yourself in each role in order to learn and develop the required skills.



Time Example

Senior Full-Stack Developer
3-4 years

Tech Lead
2-3 years

Head of Engineering
3-5 years

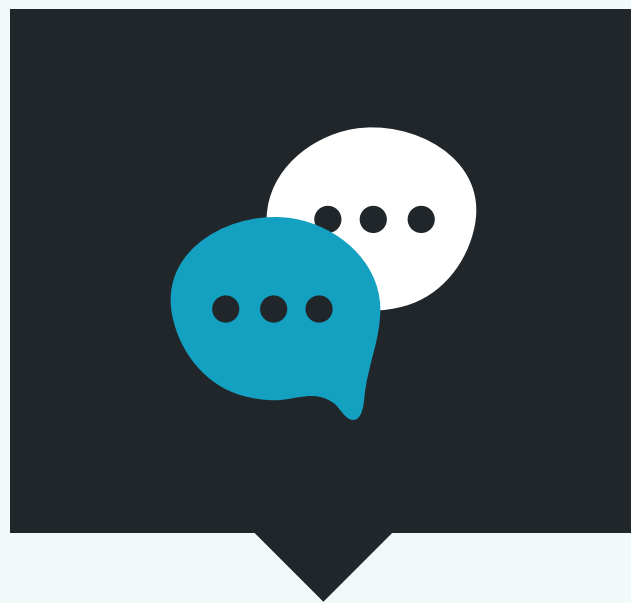


Milestones

Next, we need to allocate milestones or smaller attainable goals that will allow us to hold focus longer.

Milestones are the actionable things you must do in each position, these can be skills you must obtain, certifications, responsibilities anything around that nature.

Milestones will allow you to keep pushing yourself when things get a little stale in your role or company (which they will!).



Support

This step doesn't need to be placed onto a roadmap as throughout your career people will come and go, mentors will drop and in and out making it almost impossible to carefully plot the right person for each step in your career.

But it is well worth mentioning, to get a better idea of the role you are looking for, or even a step above, network with people at that level. Understand their career paths, seek guidance and maybe see if one of them will mentor you.

Use the support from trusted recruiters and of course Code Academy Berlin as you start this journey.

BONUS TIP

Iterate if needed.

Even the best plan may need to be iterated at some stage, you might find you need extra time in some positions than others, or that personal circumstances mean you have to move sideways or down for a period of time.

Your career is your career, do what is right for you but having a roadmap allows you to make informed decisions at each stage of your career.

Your career roadmap is your own personal career GPS, be flexible where needed but not having one in the first place might mean you end up in the wrong place altogether.

Senior Frontend Developer

Time – 2 years

Minimum Qualifications:

- 4 years working in HTML, CSS and JavaScript
- Experience in at least one of the core tools (Angular / React / Vue) for at least 18 months
- Ability to coach/mentor junior developers
- Excellent interpersonal and problem-solving skills
- Independent thinker

Desirable Qualifications:

- Knowledge of DevOps and backend tools (Node)
- Understanding of Redux, GraphQL, TypeScript etc.
- Adaptive and creative, with a growth mindset

Milestone 1: Sign up for a ReactJS course and launch a persona project using the tool in 6 months.

Milestone 2: Become a mentor internally for junior developers and externally for a coding boot camp to develop my communication skills.

Milestone 3: Develop my TypeScript knowledge with a course

**PUTTING IT
ALTOGETHER**

WHEN TO REFLECT ON YOUR CAREER ROADMAP

(1)

At the start of each
New Year.

This will help plan
milestones and
possible moves
ahead of time.

(2)

At the start of each
new job search.

This helps
understand how
each possible role
can move you close
to your ideal.

(3)

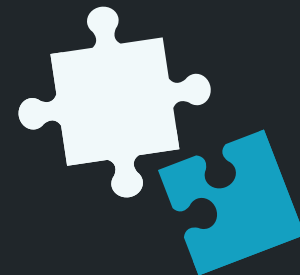
Once you complete
a milestone.

Allowing you to
refocus onto the
next milestone.

5-STEP PROCESS RECAP



Goal



Skills



Time



Milestones



Support

GRADUATE PROGRAMME

Outside of supporting Code Academy Berlin with talks such as these, we here at Peritus Partners also offer a 100% free graduate programme for all students, this will help get your profile in front of hiring managers across Europe as a passive source.

Find out more here -

<https://www.perituspartners.co.uk/media-centre/community>

Or join our free slack channel for mentoring here -

<https://mtor.io/>

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**HAPPY TO ANSWER YOUR QUESTIONS
NOW OR IN THE FUTURE.**