

# Landing your first Rails job

Joe Masilotti

Joe Masilotti - [@joemasilotti](#) - July 21, 2022

# Agenda

1. Introduction
2. railsdevs
3. Tips and tricks
4. Q&A

## Joe Masilotti

@joemasilotti

- Ruby on Rails since 2012
- Turbo Native + iOS
- Blog on Masilotti.com
- Run ⚡ Hotwire dev newsletter
- Founder of railsdevs



- 6x clients + apps in the App Store
- Newsletter: 2000 subscribers
- railsdevs: 500+ developers

## My Rails origin story

- IT at a big bank
- Pivotal Labs - learned Rails
- Lead developer at a small startup
- Fully independent since 2020

- Didn't like JavaScript and slow moving of big bank
- Interviewed at Pivotal from Mike Dalessio – knew *zero* Rails
  - But showed I was interested and willing to learn
- Worked with super smart people, learned a lot of Rails and testing
  - Rails felt magic at the beginning and still does, but for different reasons
  - Then: where is all this coming from?
  - Now: I can build so *fast* with Rails
- Inherited a legacy codebase (Rails 1.0 beta), sole developer for 4+ years
- Turbo Native consulting, newsletter, and side businesses

**railsdevs**

## What's railsdevs?

- Tech recruiting is broken
- *Reverse* job board for Rails developers
- Empowers developers, not businesses
- Transparent company

- Apply to a job, send your resume in, never hear back
- Not a traditional job board – you post your *profile*
- Focus on developers getting hired without jumping through hoops
- Open source, public revenue, and shared analytics

## **railsdevs origin story**

- Too many leads
- Spreadsheet of Rails developers ready to work
- Got a few people hired!
- ...there's a business here

- One downside of freelancing is not knowing your pipeline
- 30+ developers constantly updated to show who (and when) is ready to work
- Even got a pizza shipped from NYC to say thank you
- First commit to railsdevs in October

Hire junior Ruby on Rails developers

400+ Ruby on Rails developers looking for their next gig. Juniors to seniors and everyone in between, you'll find them all here.

Update my profile

Sort

Search profiles

Hotwire, React, Heroku, etc.

Role level

- ☒ Junior
- ☐ Mid-level
- ☐ Senior
- ☐ Principal / staff
- ☐ C-level


Work preference

- ☐ Part-time contract
- ☐ Full-time contract
- ☐ Full-time employment
- ☐ Include developers not currently interested

Location

Timezone


Showing 91 of 400+ developers. [Reset filters](#)



**Ruby on Rails + VueJs or ReactJs**

Available now


I've been working on web app development for 10 years now, mostly PHP+Wordpress, and im focusing on ROR, for the past 3 years up to this present... "I set standards to improve myself little by little, and if I do one more push-up than the 'yesterday me', I win!"



**Rails and Phoenix developer**

Available in 13 days


I am a Rails and Phoenix developer looking for my next position.



**Rails and React Developer (4 years of start-up experience)**

Available now

I'm a Rails and React Developer currently working at a restaurant tech start-up. Looking for part-time contract work! I have experience with Rails, React, GraphQL/Apollo, Cypress, Rspec, TailwindCSS, Material-UI, StimulusJS, Heroku, and PostgreSQL. If you have any questions feel fre...



**Software engineer (Ruby on Rails, NodeJs)**

Available now

Recent computer science graduate looking for software engineering roles



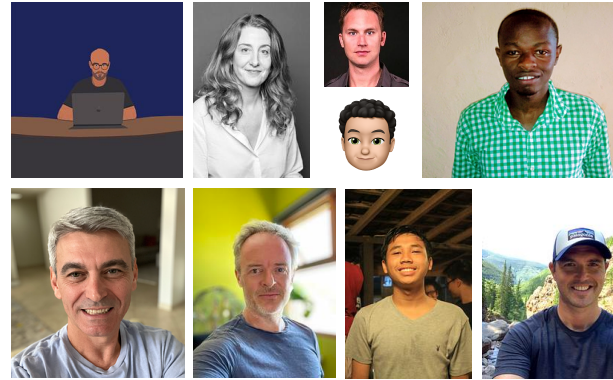
## How does it work?

1. Create your developer profile
2. Companies reach out **to you**
3. Organic, genuine conversation with team
4. Start the interview process

- Inbound leads > outbound ones
- No automated spam like LinkedIn, but real conversations
- Fewer recruiters and more founders and CTOs/leads
- I help anyone that asks improve their profile
- Interviews vary by company
  - Some have coding challenges and others go right to phone/video call

## railsdevs success stories

- 4x full-time hires
  - \$105k - \$200k salary
- 5x part-time hires, including:
  - 10-15 hours per week
  - Full-time contract role
  - Sprint contract



## Tips on getting hired

## Market yourself

- Unique (non-Rails) skills
- Interests + learnings
- Achievements + accomplishments

- Businesses want well-rounded developers - knowing other industries or having other skills can be a huge bonus
- Even if you don't know it yet, sharing what you *want* to learn shows your desire to grow into a role
- Things I do:
  - Build in public
  - Ask community for help on things I don't know
  - Share my successes (and failures)
  - Blog when I learn something new

## Public presence

- Open source contributions
- Public blog, Twitter, or LinkedIn
- Project portfolio

- Open source has **your code** - shows what you know (and don't)
- Intimidated? Start with railsdevs – I'll help you submit your first PR
- Share what you *learn*, even if it's in a side project or full-time job
- A single place with all of your work you can point someone to
  - Can offer free consulting work (or pretend projects) if you don't know what to work on
- My experience:
  - All of my clients are inbound leads - they found my work online and reached out to me
  - First contract was a Twitter DM - building their Turbo Native app

## Connect with *everyone*

- Email podcast hosts
- DM people you follow on Twitter
- Talk with folks at meetups
- Join online communities
- Go to conferences

- Increase your luck surface area
- Don't be afraid of not getting a response - but don't ask for too much
- Someone might connect you with a hiring manager, or an employee remembers you, or you get an inbound lead
- Other peers can help level up your career
- Worse case, you now have new friends!
- Communities:
  - GoRails Discord
  - Rails contributing Discord
  - Hotwire Discord
  - Slack/Discord for local meetup

## Level up your Rails skills

- Find a mentor and a sponsor
- Write more code
- Read code
- Read *more* code

- Mentor for dev help, sponsor to find you leads
- Ask your connections - might be paid - take advantage but be respectful of their time
- Build sample projects or scratch your own itch
- Building a paid service will teach you *all* the things
- Read the source of of Rails or your favorite gem
- Read PRs and issues - see what you would have done differently
- Take lots of notes and revisit them

**Q&A**





**Thank you!**  
Joe Masilotti

- [joe@masilotti.com](mailto:joe@masilotti.com)
- [@joemasilotti](https://twitter.com/joemasilotti)
- [Masilotti.com](https://masilotti.com)
- [railsdevs.com](https://railsdevs.com)