

# Welcome to Codesmith

---



# Central Remote Team



**Will Sentance**  
CEO &  
Cofounder



**Phillip Troutman**  
Director of  
Instruction &  
Curriculum



**Terry Tilley**  
Instruction  
Training  
Manager



**Annie Zadikoff**  
Director of  
Dev Rel



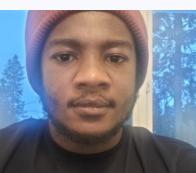
**Kristin Tillotson**  
Engineering  
Mentor



**Clinks**  
Flex  
Engineering  
Instructor



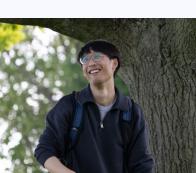
**Christian Ashley**  
CTRI  
Engineering Jr  
Lead Fellow



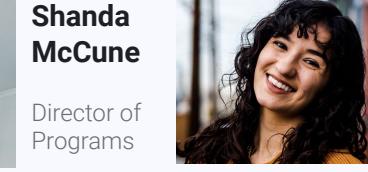
**Eddy Kaggia**  
CTRI  
Engineering Jr  
Lead Fellow



**William Murphy**  
CTRI  
Engineering  
Jr Fellow



**Samuel Lee**  
CTRI  
Engineering  
Jr Fellow



**Shanda McCune**  
Director of  
Programs



**Peaches (Alana) Aragon**  
Senior  
Program  
Manager



**Demi Orphanos**  
Senior  
Admissions  
Manager



**Katrina Villanueva**  
Lead  
Instructor



**Jordan Grubb**  
Engineering  
Instructor



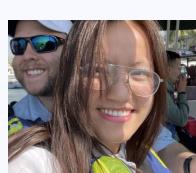
**Abigail Jameson**  
Admissions  
Coordinator



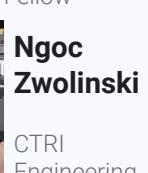
**Samantha Santamaria**  
Outcomes  
Coordinator



**Kelvin Van**  
CTRI  
Engineering  
Sr Lead  
Fellow



**Michael Angelo Garcia**  
CTRI  
Engineering Sr  
Fellow



**Ngoc Zwolinski**  
CTRI  
Engineering  
Sr Fellow

# CTRI 17



Adrian



Alec



Alexandra



Annabelle



Anthony



Arianna



Brandon



Chad



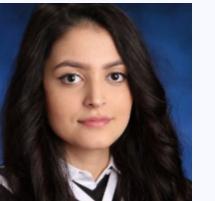
Clayton



Derek



Edwin



Eisha



Grant



Halia



Jacob



Jeremiah



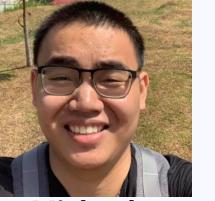
Kenny



Kevin



Kyle



Michael



Nina



Nitesh



Peter



Rylie



Stephen



Steven



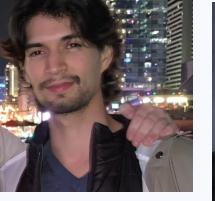
Tommy



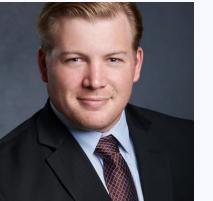
Tony



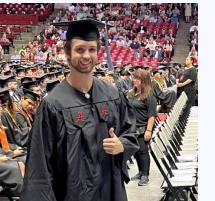
Tristan Keester



Tristan Krause



Tyler



Wade

# CTRI 17



**Wesley**



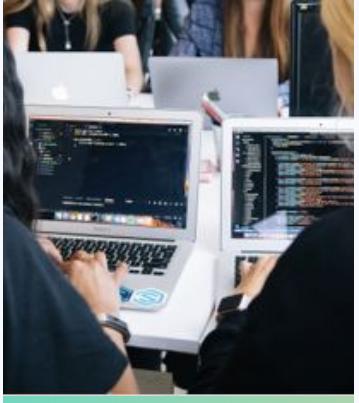
**Haoyu**

# **Codesmith Kickoff**

---

- Structure
- Goals for the program
- Expectations
- Collaborative and Supportive Community

# The Next 12 Weeks



## Core curriculum

JavaScript under-the-hood, computer science, frontend and backend development

Pair-programming, challenges and building structured apps



## Fullstack projects

Build multiple fullstack web apps with Node, React, Redux, SQL, NoSQL databases - in groups and solo



## Open-source product & advanced concepts

Advanced projects that are ready to scale. Open source projects or a client project

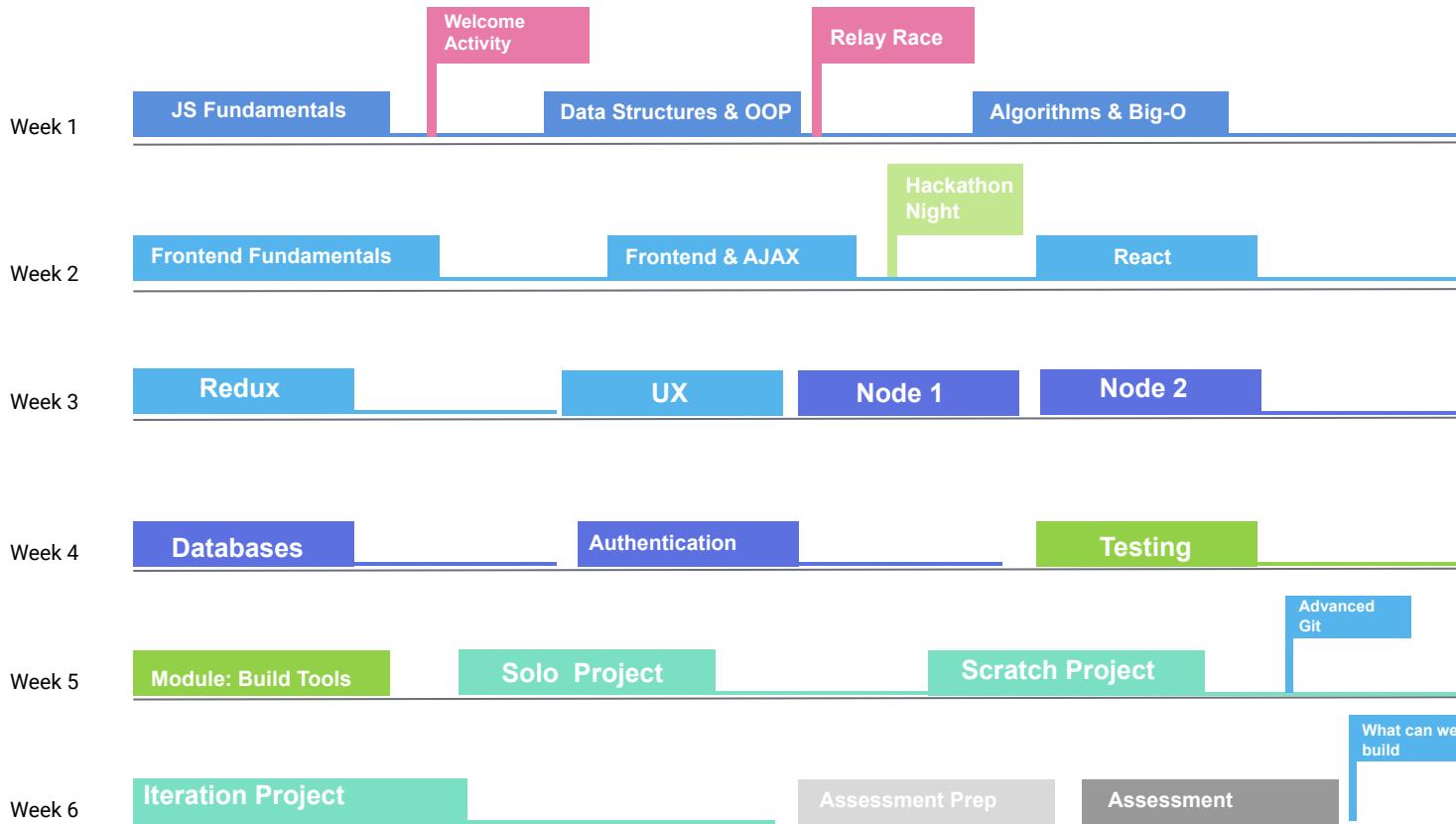
Advanced concepts including devops, system design and security



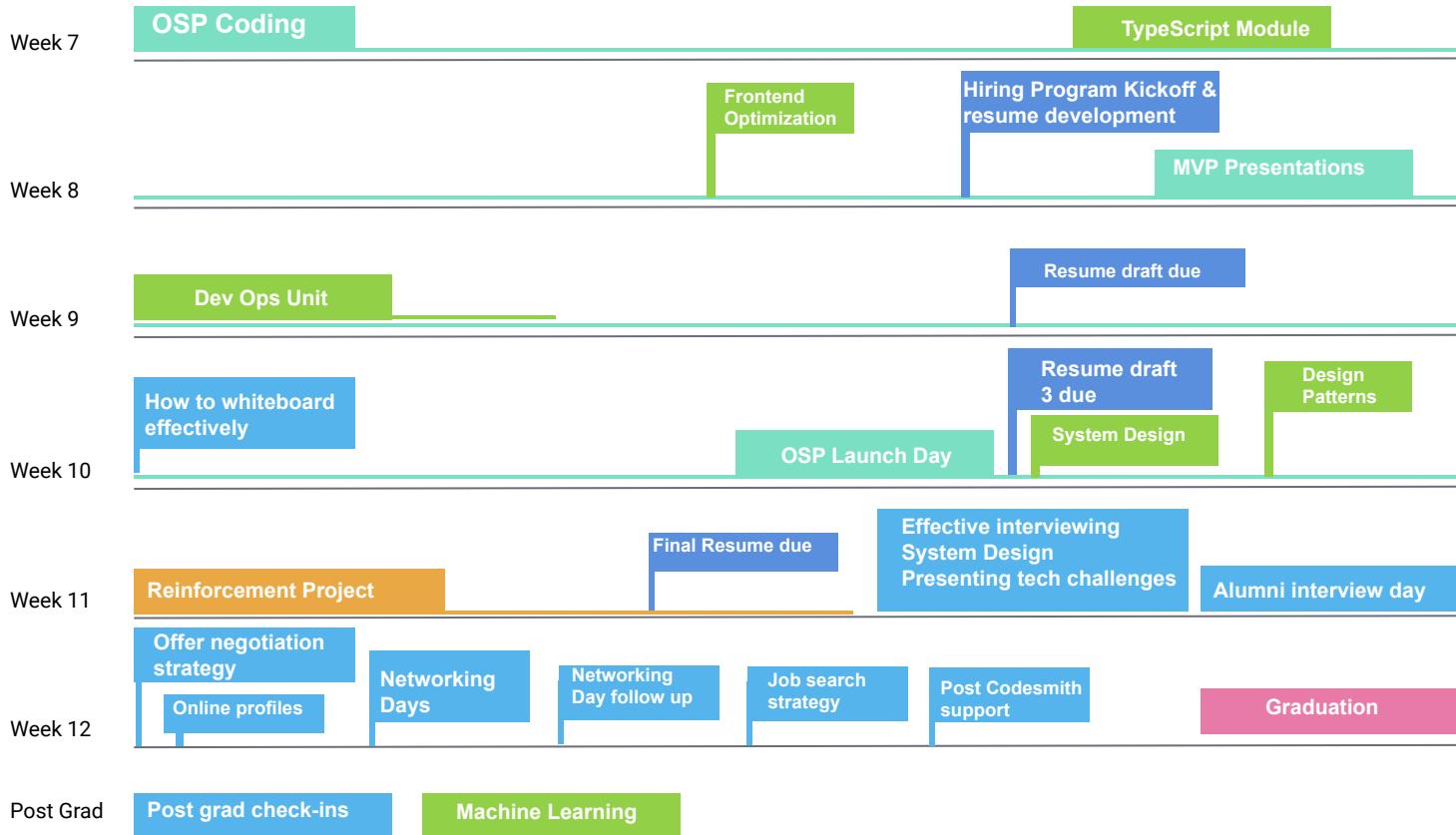
## Hiring, interview and job search program

Resume development, technical narratives, interviewing, job search strategies and hiring day

# Junior Program



# Senior Program



# **The 5 capacities of senior level engineers and how we develop them**

---

# How will your **capacities** develop over the coming weeks?

You have shown enormous potential in the admissions process. Now the growth takes off



## Analytical problem solving

Can you break down complex challenges and develop a strategy for solving the problem



## Technical communication

Can I implement your approach just from your explanation



## Engineering approach

How you handle 'not knowing', debugging, code structure, patience and reference to documentation



## Non-technical communication

Empathetic and thoughtful communication, supportive approach to the Codesmith community



## JavaScript and programming experience

Concepts like higher order functions, closure, objects and algorithms

# **Technical excellence and best practices**

- Lectures in computer science theory, and advanced/modern JS concepts
- Approach lectures after every unit
- Further advanced lectures during Senior portion
  - Design Patterns, Security, DevOps (AWS, Docker, TravisCI)
- Code reviews
- Expertise in a field (stem of the 'T') through the open-source product

# **Analytical Problem solving (mental fortitude)**

**Rate of internalization >  
Institutional knowledge**

- Under-the-hood, and conceptual lectures **not tutorial**
- Test-driven **and** application-driven challenges
- Project-driven curriculum from Week 5
- Daily algorithm challenges (Hack hours)
- Help desk infrastructure

# Exceptional technical and non-technical communicators

- Pair Programming
- Mock interviews, resume iteration
- Code review
- Speak at the Singlesprout Speaker Series
- Workshops on technical communication and interviewing
- Teaching (*via fellowship*)



**Will Dinkel**

**Nova.ai (YC 15)**

Hired Matt McLaughlin

*"I've interviewed many graduates of the top coding bootcamps but never made an offer until Matt. The quality of communication of the Codesmith graduates was exceptional"*

## Hiring Program

- Resume and narrative preparation
- Interview workshops - strategies to stand out from 'cookie cutter' bootcamp graduates
- Development of online profiles
- Job search strategy - how to guarantee 20% conversion rate to phone screen
- Whiteboarding interview strategy
- Interviewing Days- phone screens with multiple companies

## **Our expectations**

---

# Aspire to excellence

Your time here is finite and considerable -

**Make the most of it**

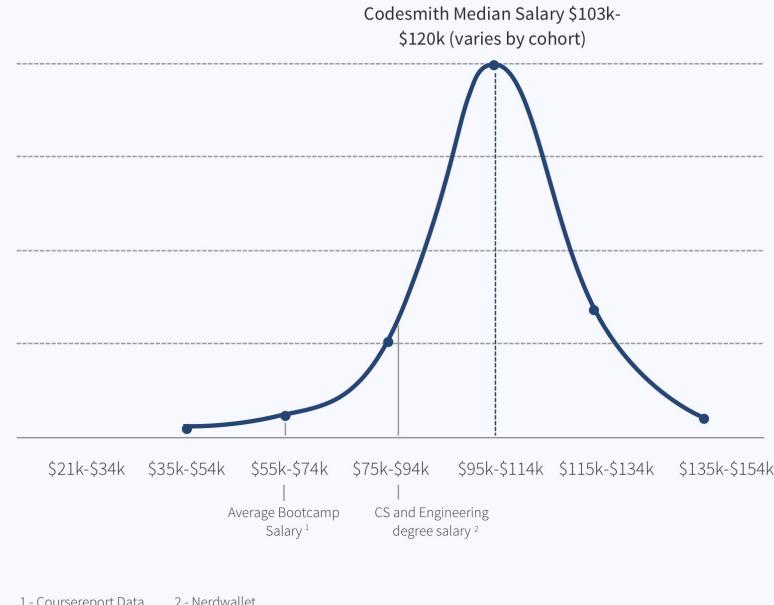
The energy and grit that you bring will be almost directly proportionate to the long-term return

Give and seek out supportive and developmental feedback

Self-reflect and analyze

Ask questions and communicate with team

Work hard, work smart



## Production Projects

30,000+ Github stars

Used in production by Hiring Partners

# Support each other

Engineering empathy is the critical value at Codesmith

## Emergent leaders

### Positive:

- Engage in Lectures
- Step to the challenge
- Help others
- Non-ego community - measure yourself against yourself.
- Learn through teaching
- Positive attitude

### Negative:

- Retract into themselves & disengage
- Blame everyone
- Competitive



**Susan Tashiro**

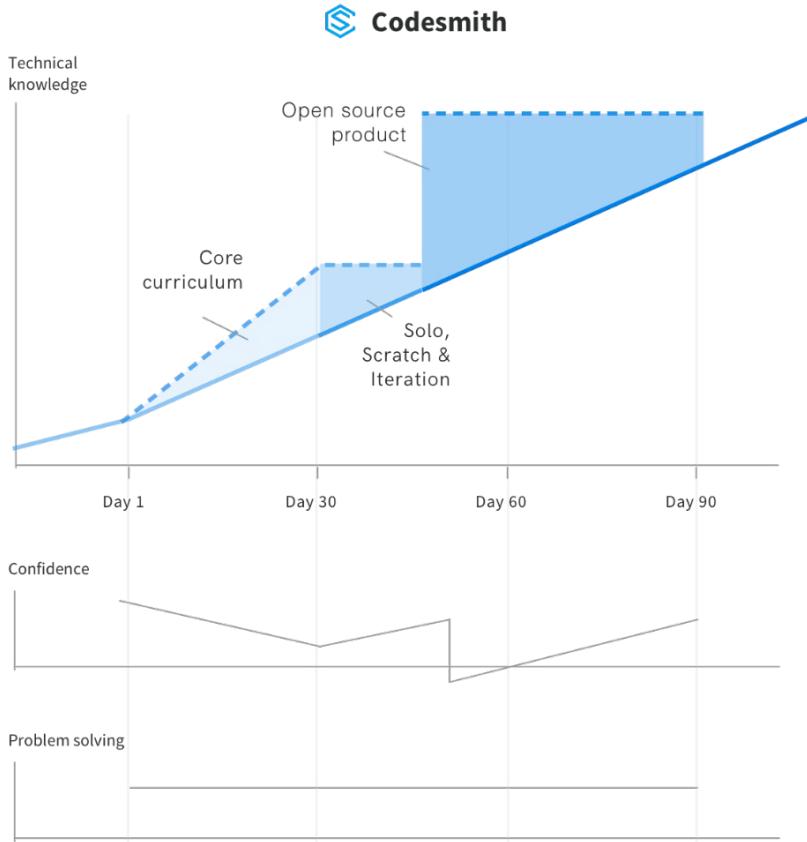
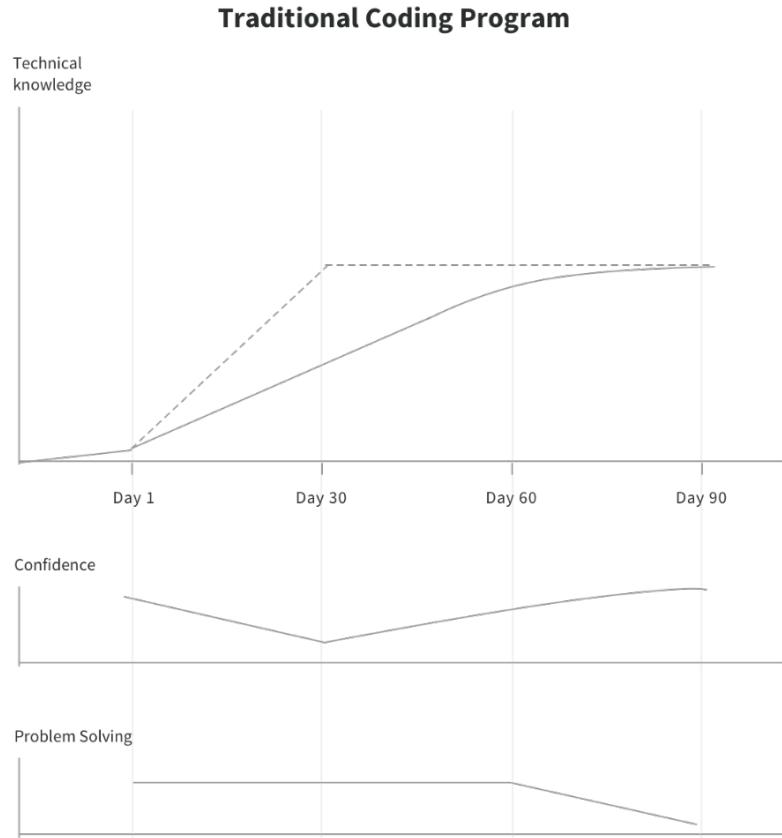
*The staff and community was incredibly supportive, which revealed what I didn't realize that I needed in a bootcamp - I wanted to learn in a caring, supportive environment. I could not imagine another bootcamp that could do this as well.*



**Hamza Surti**

*Everyone at Codesmith, from the instructors, to the fellows, and even the students was willing to stay late and help me become a better developer. You can't help but learn faster when you are surrounded by such talented people all day.*

# Your trajectory



# Trust the process

The journey is designed to give you the ability to learn  
- not just teach you cookie cutter framework  
implementation

That means there will be challenging moments of  
struggle and doubt

Talk to team, mentor coffee with your mentor

Project period we remove the guard rails



**Joel Perkins**

*Codesmith challenges you to accomplish impossible tasks, or at least tasks which seem impossible...until you find yourself completing them.*

*Over and over again you will surpass what you thought you were capable of understanding. Over and over again, you will discover knowledge which was earned through problem solving. Over and over again, you will find yourself lifted by an amazing community.*

# **Be Professional**

Your approach to your self-presentation sets the tone

Even though calendar events change and curriculum is iterated on, punctuality is crucial

Look after the space

## **Your expectations of us**

---

## **Building and creating**

We provide the best curriculum to become professional software engineers possible

We develop and augment the Codesmith hiring network and prepare you for your job search

We create the best community of builders in the open source software industry

Open Source Labs Tech Accelerator

## **Empathy and Support**

- Open Door Policy
- Circles (biweekly non-technical discussions)
- Commitment from us to make tough decisions
- Emotional support through the tough times
- Thursday night social (drinks, games, music, talent show)



# Focus

## **What is our goal:**

You come out of Codesmith, best positioned for a career as a software engineer and years of leadership and impact ahead



# Welcome to Codesmith!

---

