



The Case for the Cutting Edge

Matt Farmer
Lambda Conf 2015

Agenda

- Who we are.
- Lessons We've Learned
- Why the Cutting-Edge





“Supply Chain Operating Network”



Lesson One:
Engineering isn't lost in translation.

21214-

9-18-62

Engineering isn't lost in translation.

- 60 responses
- About 5 had actual Scala experience.
- 8.3%
- We would have had to throw out over 91% of applicants automatically if that was a hard requirement.

21214 -

9-18-62



Scala Engineer

21214-

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Software Engineer

21214-

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Culture fit

Knows how to pronounce GIF

In our time zones

We have time to train

Software Engineer

Cost of compensation

Enjoys GIFs

Willingness to learn

Asks for help early

Good written communication

21214-

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Lesson One:
Engineering isn't lost in translation.

21214-

9-18-62

A man in a workshop, wearing a light-colored jumpsuit and gloves, is kneeling on the floor and working on the front of a car. The car's hood is open, and the man is focused on a task near the front wheel area. The workshop is filled with various tools and equipment, including a workbench with a vise and a shelf with various items. The scene is overlaid with a blue tint.

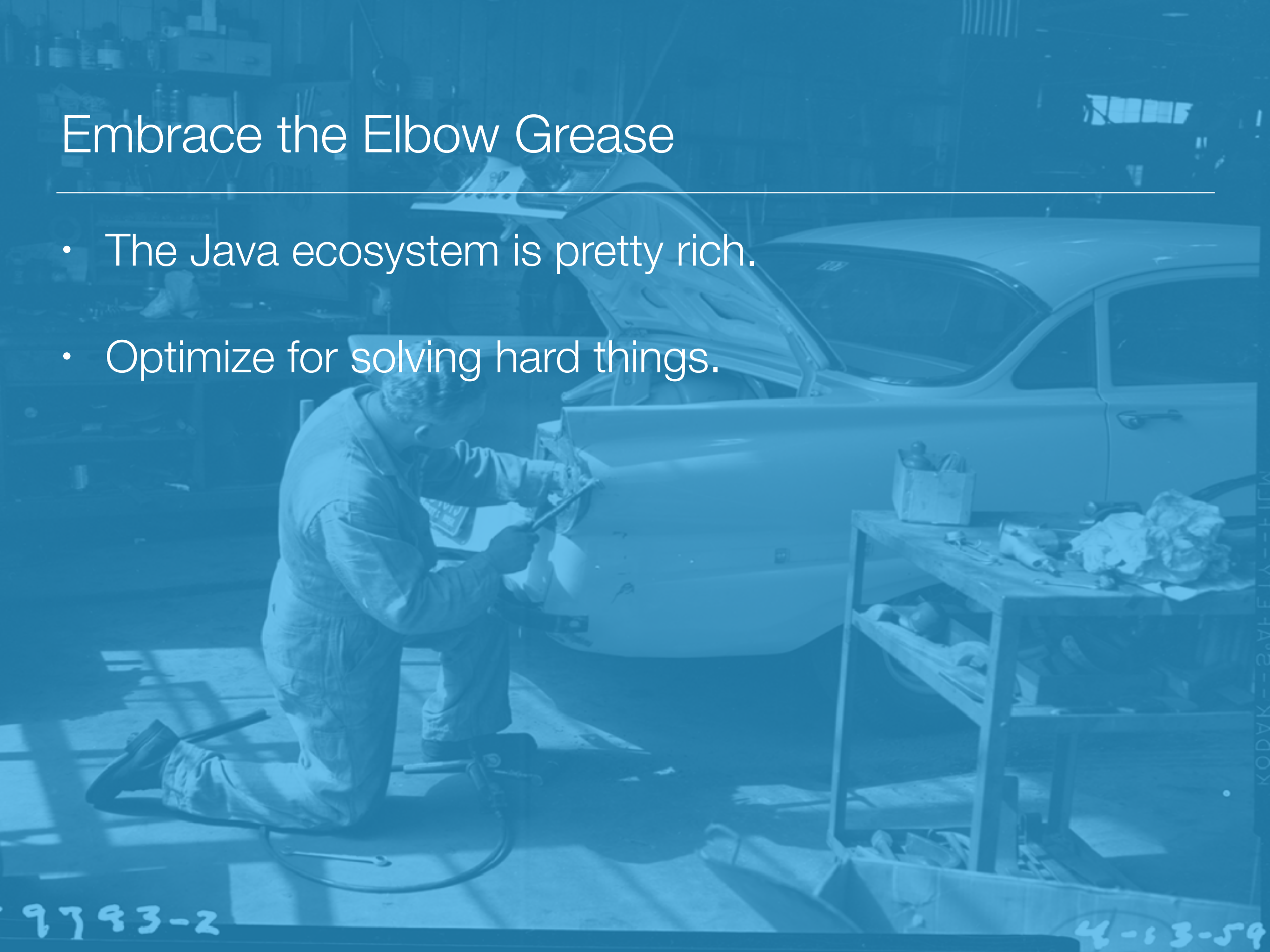
Lesson Two: Embrace the Elbow Grease

9793-2

4-13-59

Embrace the Elbow Grease

- The Java ecosystem is pretty rich.
- Optimize for solving hard things.



9793-2

4-13-59

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Lesson Two: Embrace the Elbow Grease

9793-2

4-13-59

A blue-tinted photograph of a lecture hall. The foreground is filled with rows of empty wooden chairs. In the background, a chalkboard is divided into several sections, each containing handwritten mathematical text and diagrams. To the left and right of the chalkboard are large projection screens. The overall scene is dimly lit, with the primary light source being the projection screens and the ambient light from the room.

Lesson Three: Engage the Learning Curve

Engage the Learning Curve

- Ourselves
- New team members

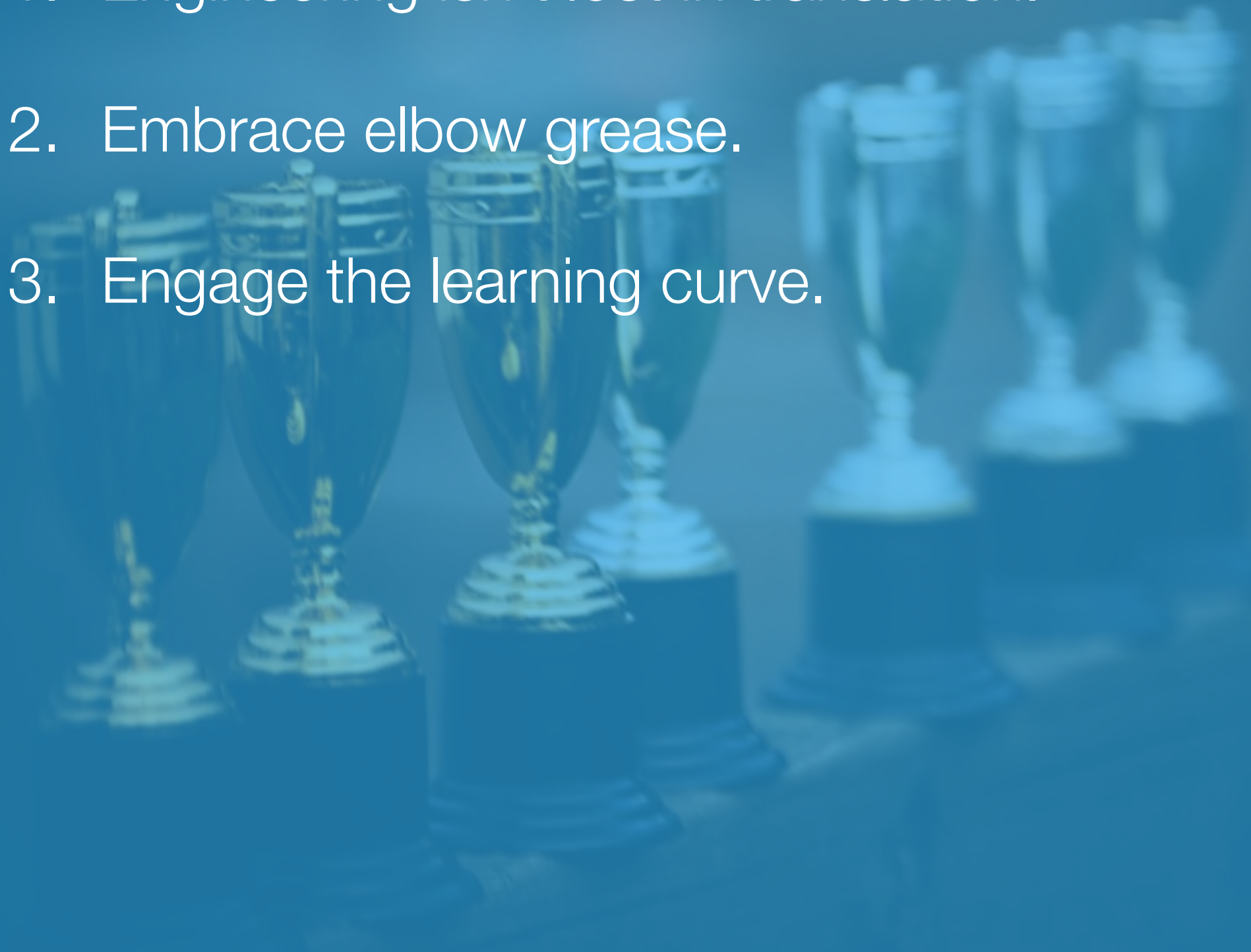


A blue-tinted photograph of a lecture hall. The foreground is filled with rows of empty wooden chairs. At the front of the room, there is a stage area with a chalkboard divided into four panels. The first three panels contain handwritten mathematical notes and diagrams, including a diagram of a circle with points and a diagram of a cone. The fourth panel is empty. Two large projection screens are visible on the left and right sides of the stage. The text "Lesson Three: Engage the Learning Curve" is overlaid in white on the center of the image.

Lesson Three: Engage the Learning Curve

Three Lessons

1. Engineering isn't lost in translation.
2. Embrace elbow grease.
3. Engage the learning curve.



A row of trophies, possibly silver or chrome, is arranged in a line on a dark surface. The trophies are of various sizes and designs, some with multiple cups. The background is a solid, deep blue. The text "It's a hard choice to make." is overlaid in white, centered horizontally.

It's a hard choice to make.

A row of seven trophies, likely silver or chrome, standing on a reflective surface. The trophies are arranged in a line, receding into the distance. The background is a solid, deep blue. The text "It's worth it." is overlaid in white, centered horizontally and slightly above the middle vertically.

It's worth it.

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Attribution

- “Saw Blade” <https://flic.kr/p/7jr8rR>
- “Engineering Drafting Room, 1962” <https://flic.kr/p/6UKMsf>
- “Mechanic at Charles Street Shops, 1959” <https://flic.kr/p/6LTb19>
- “old-MIT-classroom_Ryan-Tyler-Smith.jpg” <https://flic.kr/p/nm2s5h>
- “Trophies” <https://flic.kr/p/6KLcab>
- “Project 365 #27: 270114 Curtain Up, Light the Lights!” <https://flic.kr/p/jyVELR>