

Climbing the Ladder

Tyler Walker, Senior Software Engineer



whoami

University

- Graduated 2017 BS Comp. Sci.
- Chaired ACM for 3 years
- Chaired Hackathon for 3 years
- Chaired CSG for 2 years
- Interned 2x at Goldman Sachs
- TA for CptS 111, 122, and 322
- Research for VetMed & CASAS
- Rarely went to class

Industry

- Software Engineer I @ SAP Concur
- Software Engineer II @ SAP Concur
- Software Engineer II @ Microsoft
- Sr. Software Engineer @ Microsoft



Luck is what happens when
preparation meets opportunity.

Seneca



What does a successful career look like?

Overview

Impact & Leverage

- What is impact?
- How can I maximize impact?
- How do I leverage others' work to create larger impact?

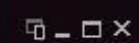
Leadership & Ownership

- What is ownership?
- How can I become an "owner"?
- How does leadership work in the workplace?

Career Levels & Job Titles

- How do career levels work?
- Do I have to manage people to grow my career?





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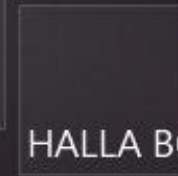


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VOLUME 50

Impact & Leverage

Visibility & Impact

Visibility

- High-visibility work is seen and celebrated at the highest levels of the team/company
- Low-visibility work is not known to the greater business/customers

Impact

- High-impact work has major consequences for the business for revenue/cost savings
- Low-impact work does not change much about the day-to-day business

Impact & Leverage

Microsoft's Circles of Impact:

- Your **key individual accomplishments** that contribute to team, business, or customer results
- Your contribution to the **success of others**
- Your results that **build on the work, ideas, or effort of others**



Leadership & Ownership

Leadership & Ownership

Leadership

- People look to you to bring clarity to poorly defined situations
- You enable people to solve their problems, instead of solving the problems for them

Ownership

- You're the go-to person for product features
- You're deeply knowledgeable about the components you own
- You reliable & can be counted on to deliver when asked to



Career Levels & Job Titles

Career Paths

Engineering

- Also known as “Individual Contributors” or “ICs”
- Primarily responsible for doing the “work” such as hardware designs, coding, hardware, networking, etc.
- Focused on delivering value to customers via well planned features

Program Management

- Also known as “PMs”
- Primarily responsible for setting goals, visions, and roadmaps around what is to be delivered
- Focused on delivering value to customers by understanding their problems and creating features

People Management

- Also known as “managers”
- Manage a team of engineers
- Work with PMs/Engineers to determine what work the team can reliably deliver

Career Paths (Elevated)

Principal Engineer

- Architects solutions across an organization
- Solves complicated time-sensitive problems
- Works across teams and organizations to gain technical consensus

Group PM Manager

- Manages a group of PMs and drives visions at a higher-level
- Works with executives to set multi-year product vision & align priorities

Engineering Director

- Manages a group of managers
- Ensures that engineering teams are on-track and
- Works with executives to get necessary headcount to meet product goals

Levels.FYI





Mark Russinovich

Currently CTO of Azure



Anders Hejlsberg

Chief Architect of C#

Core Developer of TypeScript



Jennifer Tour Chayes

Researcher focused on Graph Theory

Over 120 papers and 25 patents

AN AUDIENCE WITH

Ex-Goldman CEO Chavez on

Alphabet
Investor Relations

Press release

Alphabet Appoints R. Martin “Marty” Chávez to its Board of Directors

MOUNTAIN VIEW, Calif. (July 14, 2022) – Alphabet Inc. (NASDAQ: GOOG, GOOGL) today announced that it has appointed R. Martin “Marty” Chávez to its Board of Directors. Mr. Chávez is a respected business leader with extensive experience across finance and technology. He is a partner and vice chairman of global investment firm Sixth Street, where he is a member of the firm’s Executive Committee and leads research and development initiatives, with a focus on Sixth Street’s partnerships with software and healthcare technology companies. He is also a key advisor to the firm’s diversity, equity and inclusion efforts and to its portfolio operations group, More Than Capital.

Mr. Chávez currently serves as a member of the board of directors of the Broad Institute of MIT and Harvard, and the Stanford Medicine Board of Fellows, and is a member of the board of directors of the Los Angeles Philharmonic. He is chair of the board of directors for Recursion Pharmaceuticals, Inc., a clinical biotechnology company, where he serves on its audit committee. He was previously a director of Banco Santander, S.A., a financial services company.

Prior to Sixth Street, Mr. Chávez held a number of executive positions during his 20 year tenure with Goldman Sachs, including chief information officer, chief financial officer, global co-head of the firm’s Securities Division, and member of the management committee. Mr. Chávez also co-founded San Francisco start-up Quorum Software Systems, where he was chief technology

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Since graduating...

- Joined SAP Concur as SDE I in March 2018
- Promoted to SDE II at SAP Concur in April 2019
- Joined Microsoft as SWE II (L61) in May 2019
- Promoted to SWE II (L62) in August 2020
- Promoted to SR SWE (L63) in August 2021
- Promoted to SR SWE (L64) in August 2022

Since joining Microsoft...

- Developed a portal to consolidate & manage wireless passwords (2019)
- Developed a full stack proof-of-concept network automation app (2020)
- Presented our proof-of-concept to EVP Kurt Del Bene (2020)
- Began work on network automation platform “AutoNet” (2020)
- Developed UI for AutoNet to increase adoption (2021)
- Built a fully-federated UI application to house network applications (2021)
- Increased scope of services in AutoNet & led product development (2022)
- Presented our AutoNet feature work to EVP Rajesh Jha (2022)