

The DevOps Career Handbook

The ultimate guide to pursuing a successful career in DevOps



John Knight | Nate Swenson



Preface

Navigating any career is difficult; navigating one that is the culmination of many different careers can feel almost impossible. This audiobook will aid you in navigating the field of DevOps and help prepare you for a career in it.

The second half of the audiobook focuses on techniques to use during each stage of the interview process to increase your odds of being a top candidate.

Who this audiobook is for

This audiobook is for anyone who wants to learn more about DevOps, pursue a career in DevOps, or advance their career in the field of DevOps.

What this audiobook covers

Chapter 1, Career Paths, explores the history and culture associated with DevOps, followed by various career paths available in the field of DevOps.

Chapter 2, Essential Skills for a DevOps Practitioner, covers the skills required by all DevOps practitioners, regardless of level.

Chapter 3, Specialized Skills for Advanced DevOps Practitioners, covers the skills required for advanced careers within the field of DevOps.

Chapter 4, Rebranding Yourself, provides tips for updating your social presence as well as your résumé.

Chapter 5, Building Your Network, covers getting your skills noticed by the right people, which is key to landing a job, and offers tips and tricks on building your network to include the right people.

Chapter 6, Mentorship, focuses on the value of mentorship and how to connect with a mentor.

Chapter 7, Working with Recruiters, examines how most jobs are being filled by a combination of internal and external recruiters, giving you advice and tips on how to work with both.

Chapter 8, Preparing for Your Interview, provides tips on how to ensure you are prepared for your interview.

Chapter 9, Interviews Step by Step, walks you through what to expect at each stage of the process for both typical and non-typical interviews.

Chapter 10, DevOps Career: Tips and Tricks, provides a brain dump of the authors' 25 years of collective knowledge on things they have seen work and not work when interviewing.

Chapter 11, Interviews with DevOps Practitioners, revisits candid, open interviews with DevOps practitioners at various stages in their careers.

To get the most out of this audiobook

This audiobook assumes that you have a technical background. However, the only thing that is required to be successful in using this audiobook is a desire to learn.

Basic software installed on your computer	Operating system requirements
Bash or Git Bash	Windows, macOS, or Linux
Nano or Vim	
Docker	

Download the color images

We also provide a PDF file that has color images of the screenshots and diagrams used in this audiobook. You can download it here: https://static.packt-cdn.com/downloads/9781803230948_ColorImages.pdf.

Chapter 1

Figures

DevOps engineer earning potential

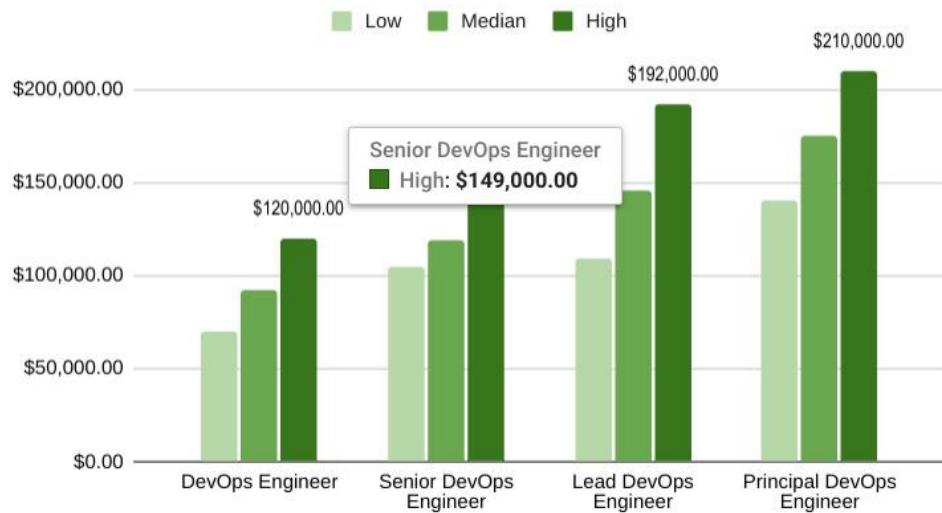


Figure 1.1 – DevOps salaries

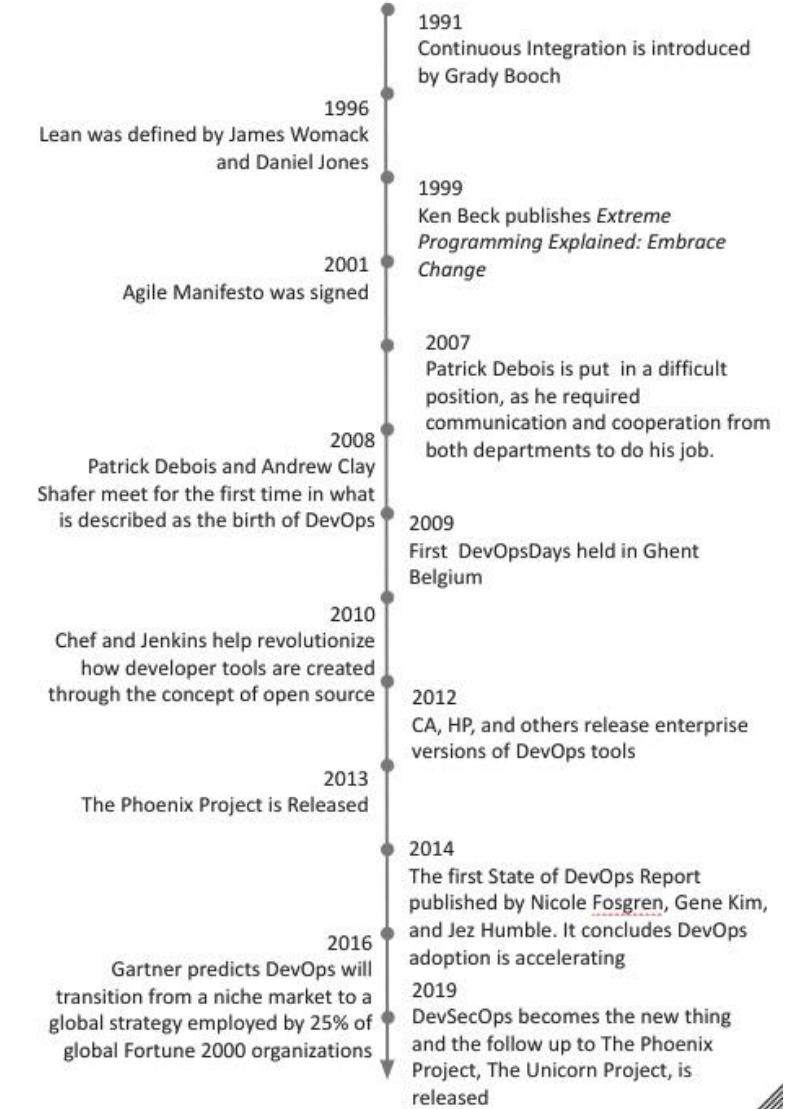


Figure 1.2 – History of DevOps timeline

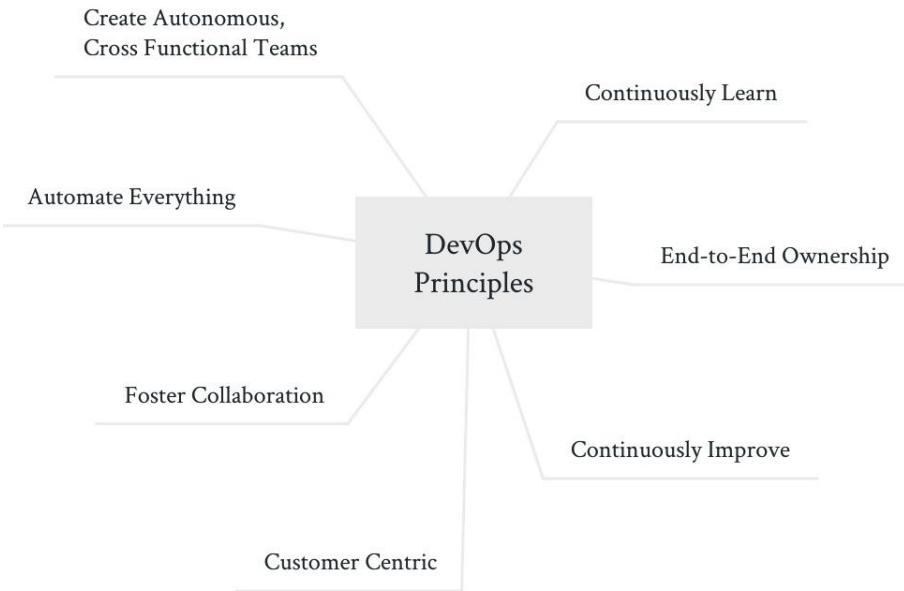


Figure 1.3 – DevOps culture – principles

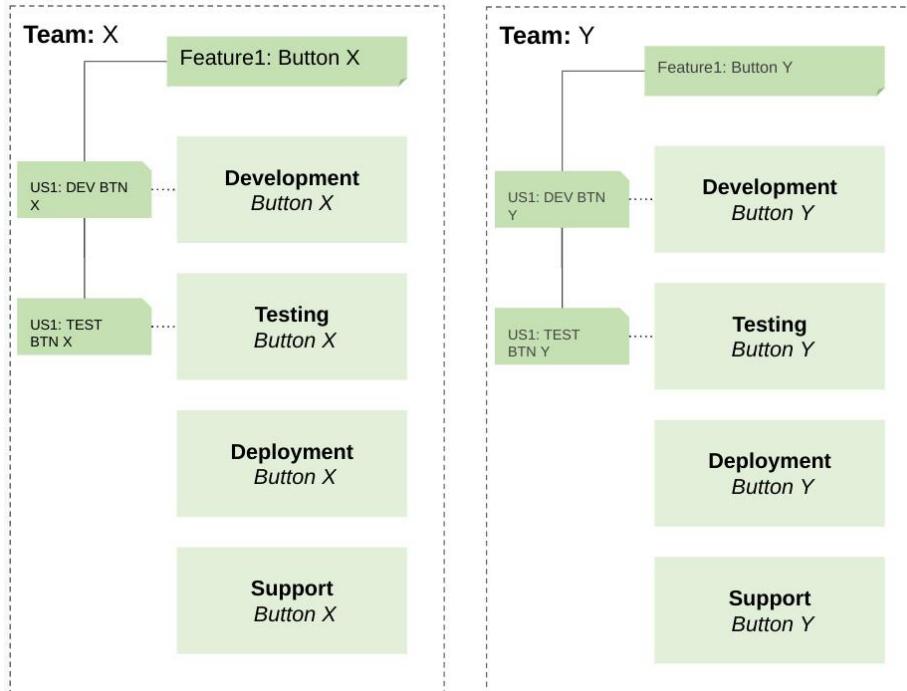


Figure 1.4 – Feature-centered team (E2E ownership)

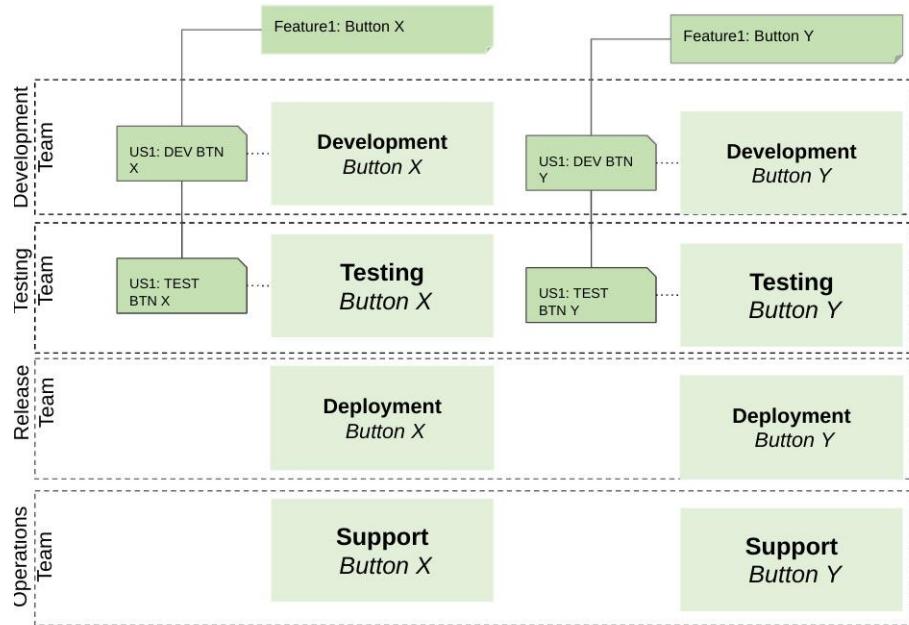


Figure 1.5 – Waterfall teams

```
vi ci.sh
var COMPANY_EXISTS = true #Assuming your company exists

while[ $COMPANY_EXISTS]
var empower_team=false
do
$empower_team=true
make_a_change()
if[$failure_occurs]
then
fix_issue()
celebrate_lessons_learned()
else
celebrate_success()
done

make_a_change(){
#do_something_amazing
}

fix_issue(){
#do_something_to_fix_issue
}

celebrate_success(){
echo "WOOHOO!!"
}
~
```

28,0-1 Bot

Figure 1.6 – Continuous improvement shell script

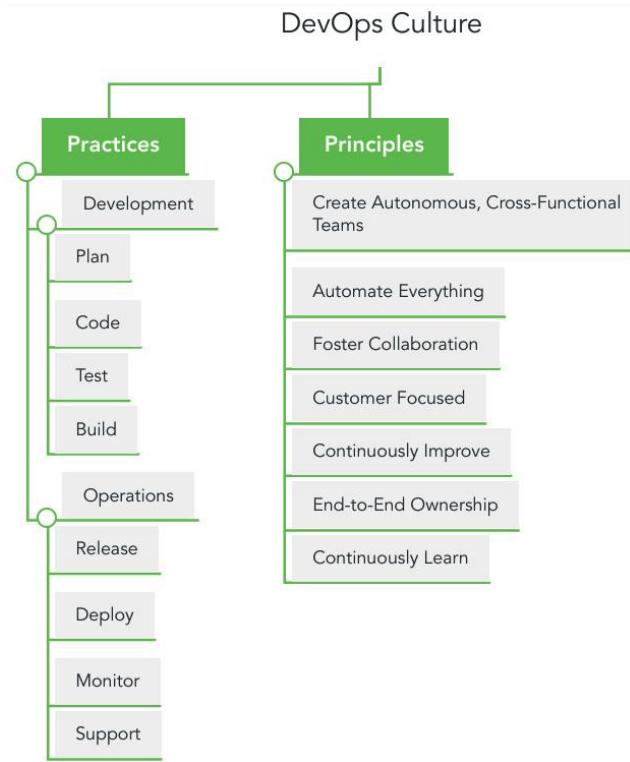


Figure 1.7 – DevOps culture chart

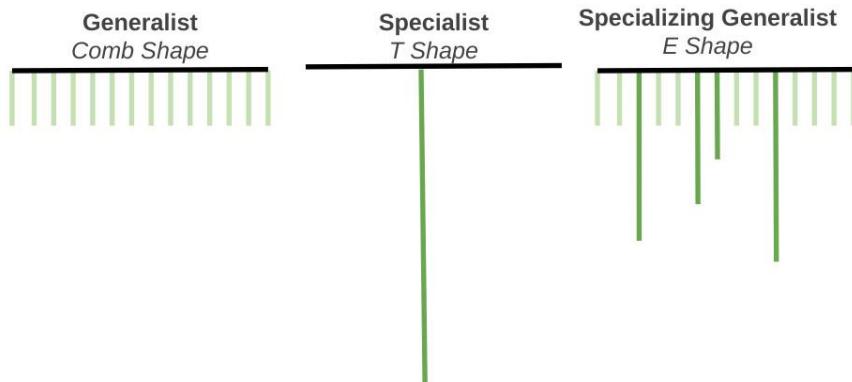


Figure 1.8 – Skill profiles

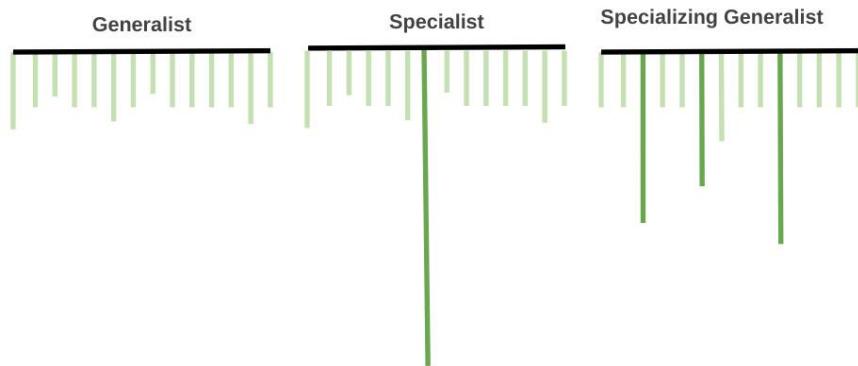


Figure 1.9 – Skill profiles (E profile fitted)

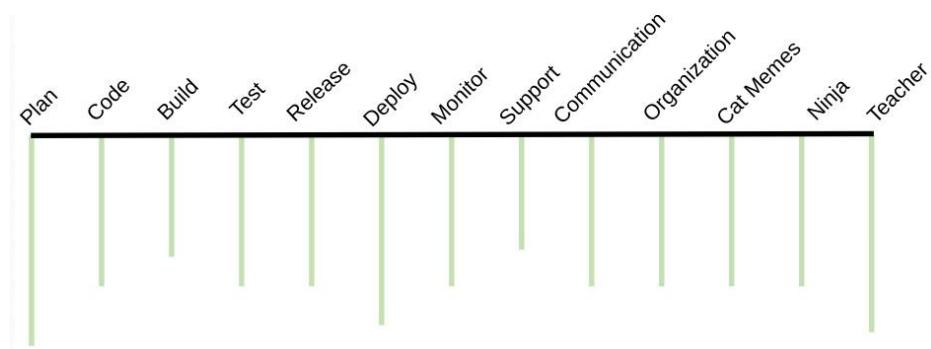


Figure 1.10 – DevOps generalist skill profile

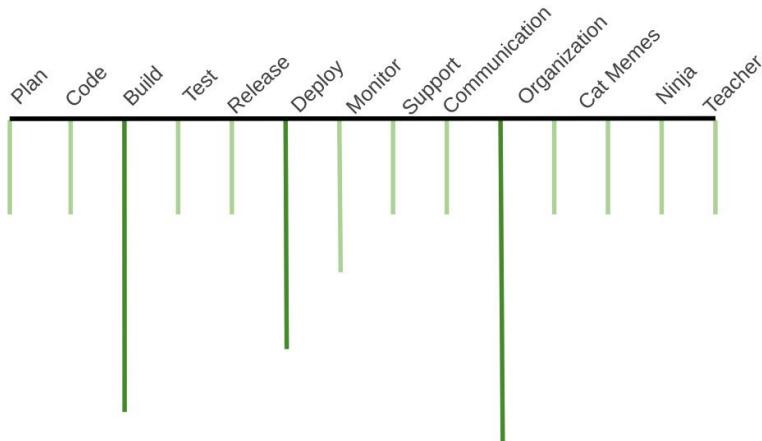


Figure 1.11 – DevOps specializing generalist skill profile

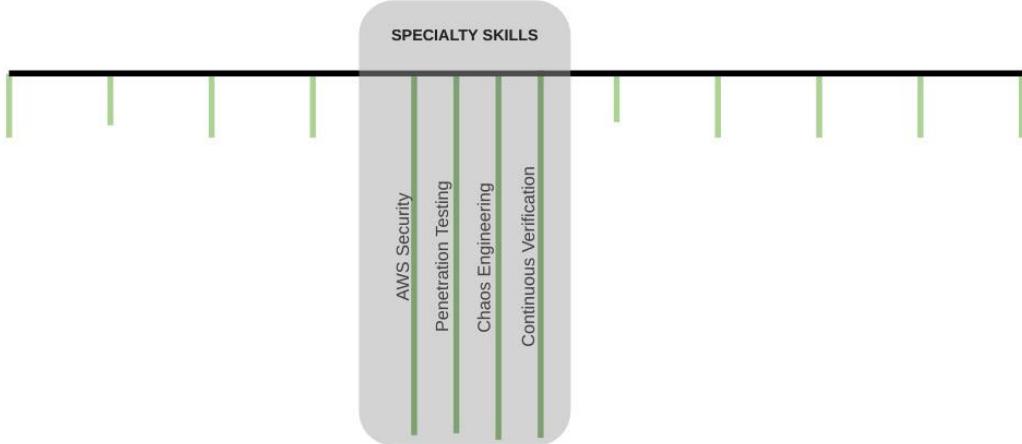


Figure 1.12 – DevOps security specialist skill profile

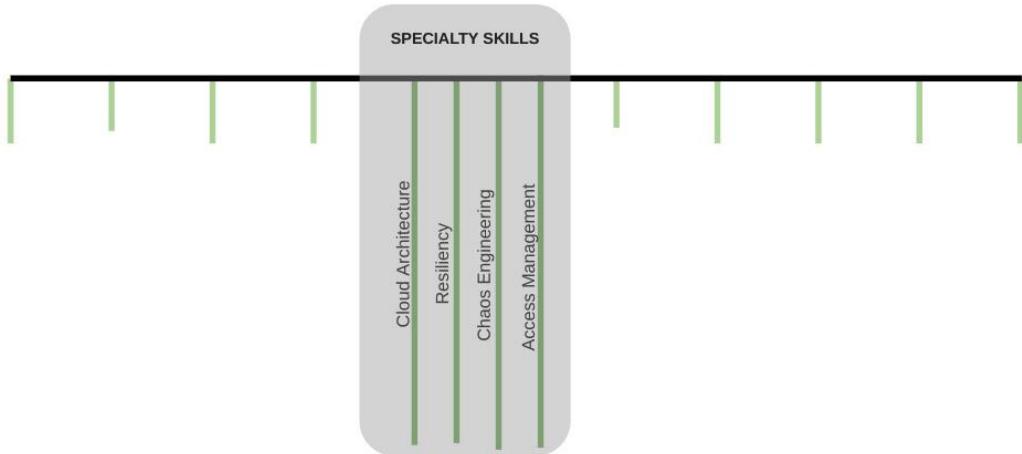


Figure 1.13 – DevOps cloud engineer specialist skill profile

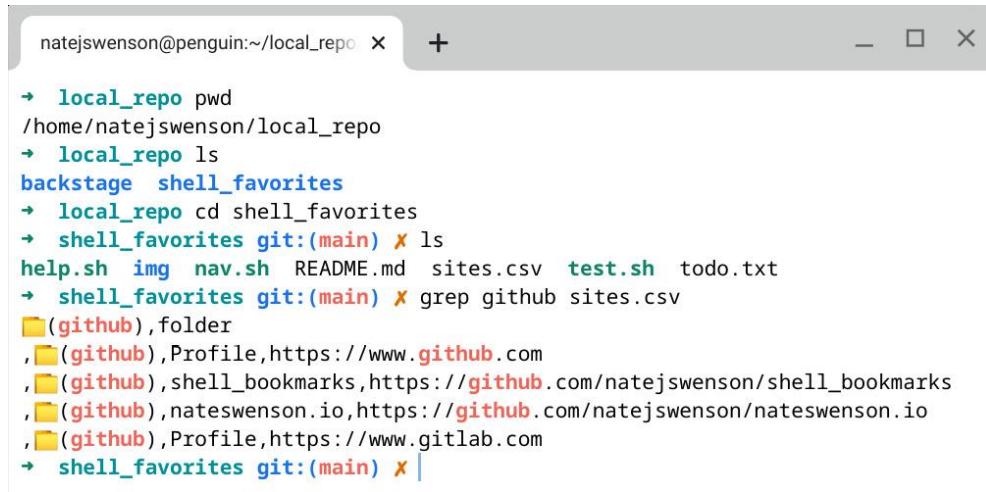
Links

- <https://kissflow.com/project/agile/values-and-principles-of-agile-manifesto/>
- https://en.wikipedia.org/wiki/Extreme_programming
- <https://en.wikipedia.org/wiki/DevOps>

- <https://dzone.com/articles/what-to-automate-and-what-not-to-automate>
- https://en.wikipedia.org/wiki/Moore%27s_law
- <https://ourworldindata.org/technological-progress>
- <https://devops.com/specialists-vs-generalists-enterprise-devops/>

Chapter 2

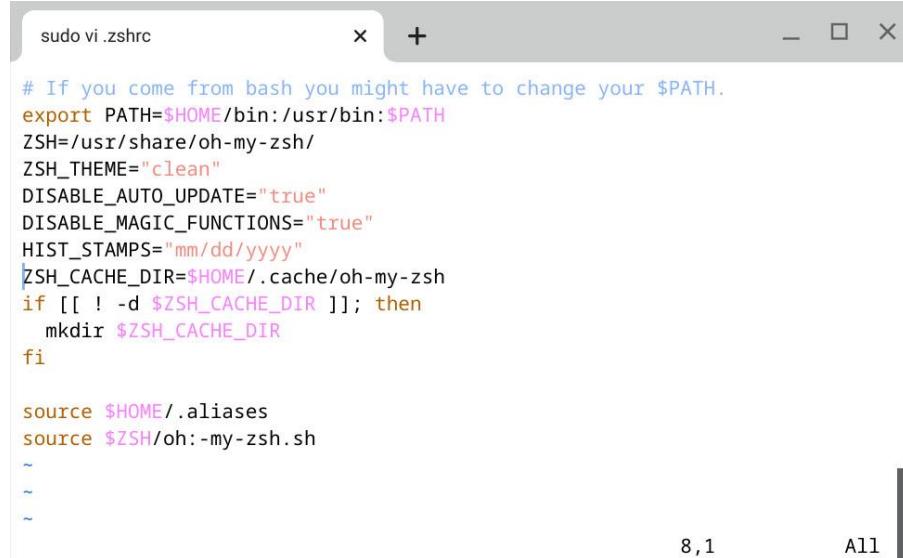
Figures



```
natejswenson@penguin:~/local_repo x + - □ ×

→ local_repo pwd
/home/natejswenson/local_repo
→ local_repo ls
backstage shell_favorites
→ local_repo cd shell_favorites
→ shellFavorites git:(main) ✘ ls
help.sh img nav.sh README.md sites.csv test.sh todo.txt
→ shellFavorites git:(main) ✘ grep github sites.csv
└─(github),folder
,└─(github),Profile,https://www.github.com
,└─(github),shell_bookmarks,https://github.com/natejswenson/shell_bookmarks
,└─(github),nateswenson.io,https://github.com/natejswenson/nateswenson.io
,└─(github),Profile,https://www.gitlab.com
→ shellFavorites git:(main) ✘ |
```

Figure 2.1 – Bash terminal with basic commands



```
sudo vi .zshrc x + - □ ×

# If you come from bash you might have to change your $PATH.
export PATH=$HOME/bin:/usr/bin:$PATH
ZSH=/usr/share/oh-my-zsh/
ZSH_THEME="clean"
DISABLE_AUTO_UPDATE="true"
DISABLE_MAGIC_FUNCTIONS="true"
HIST_STAMPS="mm/dd/yyyy"
ZSH_CACHE_DIR=$HOME/.cache/oh-my-zsh
if [[ ! -d $ZSH_CACHE_DIR ]]; then
  mkdir $ZSH_CACHE_DIR
fi

source $HOME/.aliases
source $ZSH/oh-my-zsh.sh
~
```

8,1

All

Figure 2.2 – Bash terminal with the vi editor open

```
vi hello_world.py
x + - □ ×
# prints Hello World
print('Hello World')
~
```

Figure 2.3 – hello_world.py

```
vi hello_world.sh
x + - □ ×
#!/bin/bash
# print hello world
echo "Hello World"
~
```

Figure 2.4 – hello_world.sh

```
vi hello_world.js
x + - □ ×
// the hello world program
console.log('Hello World');
~
```

Figure 2.5 – hello_world.js

```
vi hello_world.go
x + - □ ×
package main
import "fmt"
func main() {
    fmt.Println("hello world")
}
```

Figure 2.6 – hello_world.go



Figure 2.7 – Basic git workflow

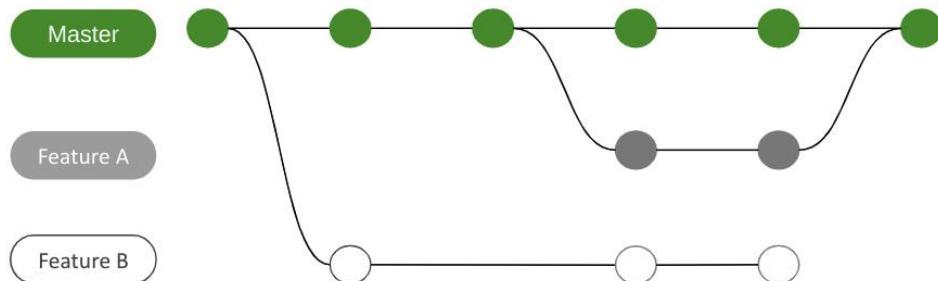


Figure 2.8 – Git feature branch workflow

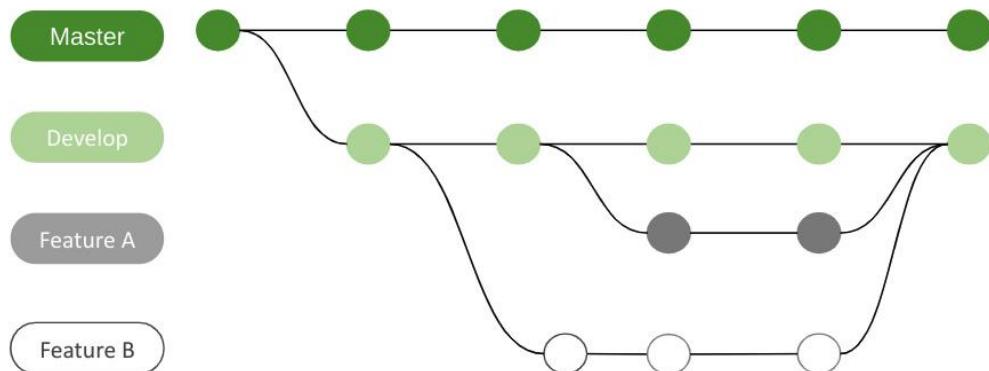


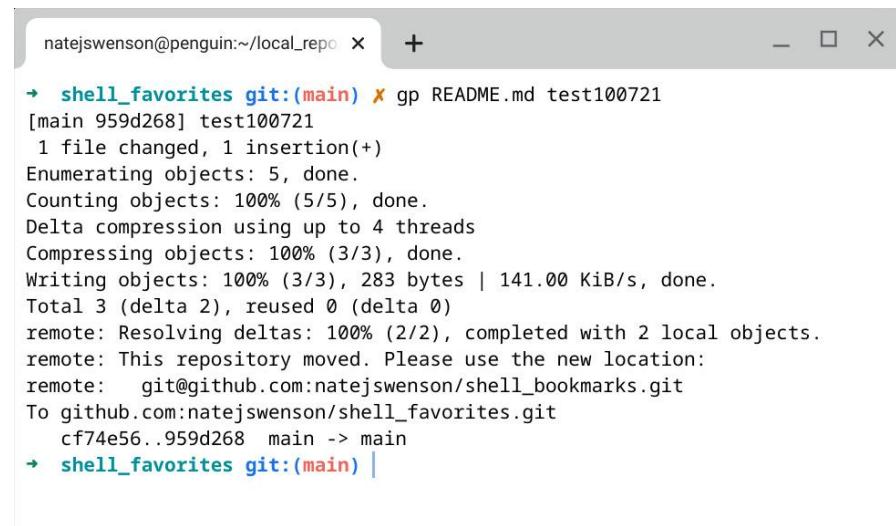
Figure 2.9 – Git feature branch workflow with a Develop branch

A screenshot of a terminal window titled 'vi gitpush.sh'. The window contains the following shell script:

```
git stage $1
git commit -m"$2"
git push
}
alias gp=gp()
```

The terminal interface shows standard window controls (close, minimize, maximize) and status information at the bottom right: '7,1' and 'Bot'.

Figure 2.10 – Git function example for .bashrc



```
natejswenson@penguin:~/local_repo ✘ + - □ ×
→ shell_favorites git:(main) ✘ gp README.md test100721
[main 959d268] test100721
  1 file changed, 1 insertion(+)
Enumerating objects: 5, done.
Counting objects: 100% (5/5), done.
Delta compression using up to 4 threads
Compressing objects: 100% (3/3), done.
Writing objects: 100% (3/3), 283 bytes | 141.00 KiB/s, done.
Total 3 (delta 2), reused 0 (delta 0)
remote: Resolving deltas: 100% (2/2), completed with 2 local objects.
remote: This repository moved. Please use the new location:
remote:   git@github.com:natejswenson/shell_bookmarks.git
To github.com:natejswenson/shell_favorites.git
  cf74e56..959d268 main -> main
→ shell_favorites git:(main) |
```

Figure 2.11 – git push terminal output

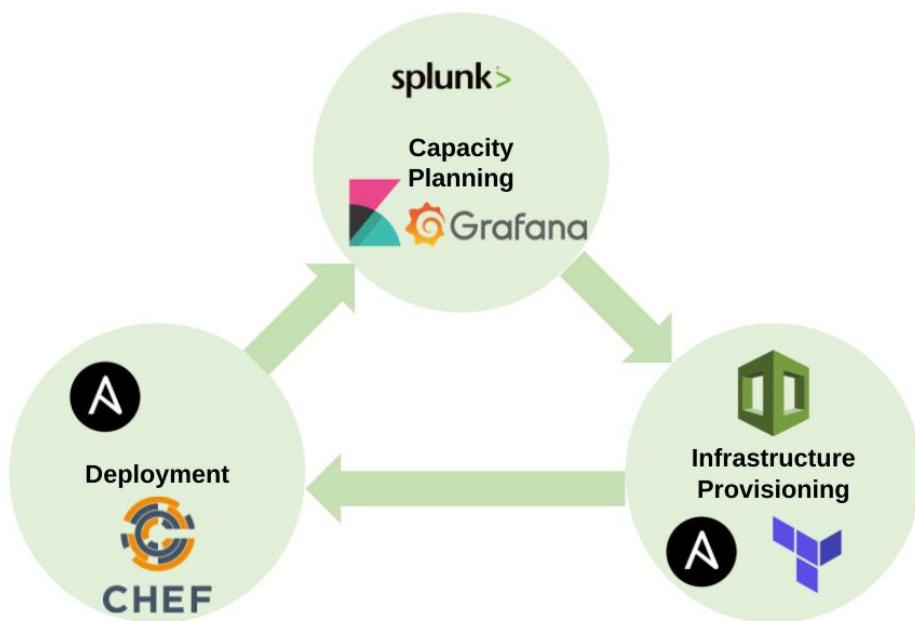


Figure 2.12 – Infrastructure management stages



A screenshot of a terminal window titled "vi ec2_cloudformation.yaml". The window contains CloudFormation YAML code for an EC2 instance. The code defines properties such as AvailabilityZone, DisableApiTermination, HostId, HostResourceGroupArn, IamInstanceProfile, ImageId, KeyName, LaunchTemplate, Monitoring, SecurityGroups, SubnetId, and Tags. The LaunchTemplate section includes a LaunchTemplateSpecification. The SecurityGroups section lists multiple strings. The Tags section lists multiple Tag objects. The code ends with a series of approximately 15 tilde (~) characters, likely indicating a large file or a continuation of the code.

```
Type: AWS::EC2::Instance
Properties:
  AvailabilityZone: String
  DisableApiTermination: Boolean
  HostId: String
  HostResourceGroupArn: String
  IamInstanceProfile: String
  ImageId: String
  KeyName: String
  LaunchTemplate:
    LaunchTemplateSpecification
  Monitoring: Boolean
  SecurityGroups:
    - String
  SubnetId: String
  Tags:
    - Tag
~  
~  
~  
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~  
~  
~  
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~
```

Figure 2.13 – CloudFormation example

A screenshot of a terminal window titled "vi ec2_terraform.tf". The window displays a Terraform configuration file. The code defines a provider "aws" with profile and region variables, and a resource "aws_instance" "app_server" with ami and instance_type variables. The file ends with a comment "-- INSERT --". The status bar at the bottom shows "19,31" and "All".

```
terraform {
  required_providers {
    aws = {
      source  = "hashicorp/aws"
      version = "~> 3.27"
    }
  }

  required_version = ">= 0.14.9"
}

provider "aws" {
  profile = var.profile
  region  = var.region
}

resource "aws_instance" "app_server" {
  ami           = var.ami
  instance_type = var.ec2_type
}

-- INSERT --
```

Figure 2.14 – Terraform example

```
vi ec2_ansible.yml
```

```
amazon.aws.ec2:
  key_name: {{ MY_KEY }}
  instance_type: {{ EC2_TYPE }}
  image: {{ IMAGE }}
  wait: yes
  group: {{ GROUP }}
  count: {{ COUNT }}
  vpc_subnet_id: {{ VPC_SUBNET }}
  assign_public_ip: yes
```

```
-- INSERT --
```

```
1,1
```

```
All
```

Figure 2.15 – Ansible example

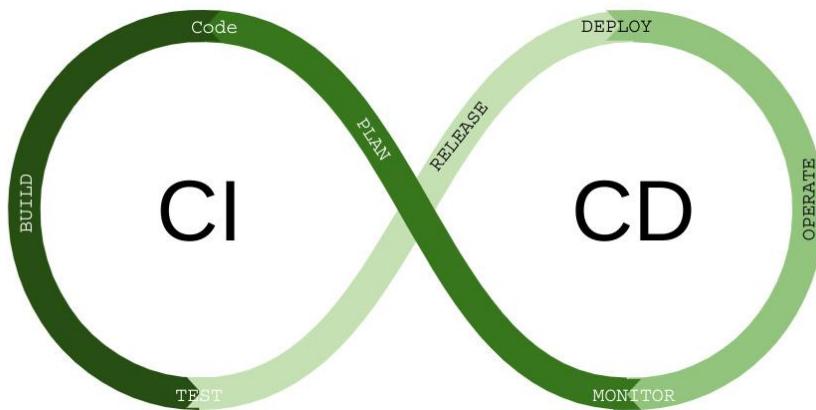


Figure 2.16 – Infinite CI-CD loop

The following figure shows how a CI server interacts with several aspects of the development life cycle:

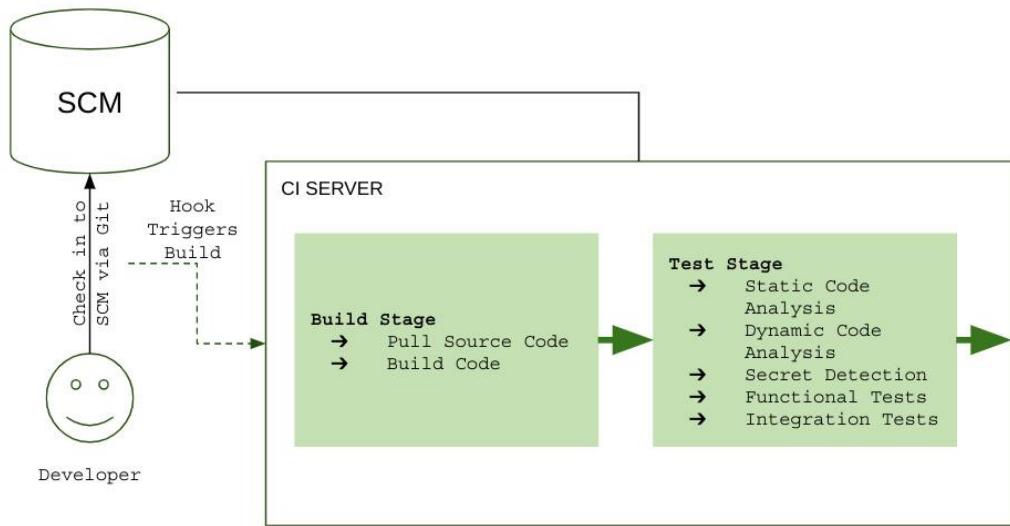


Figure 2.17 – CI pipeline

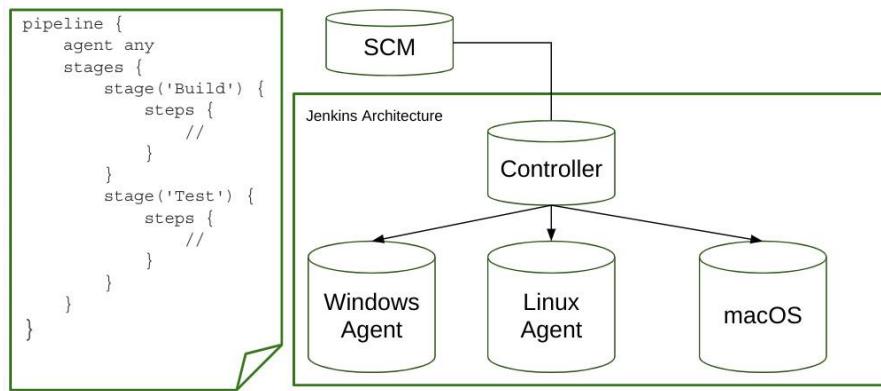


Figure 2.18 – Jenkins architecture

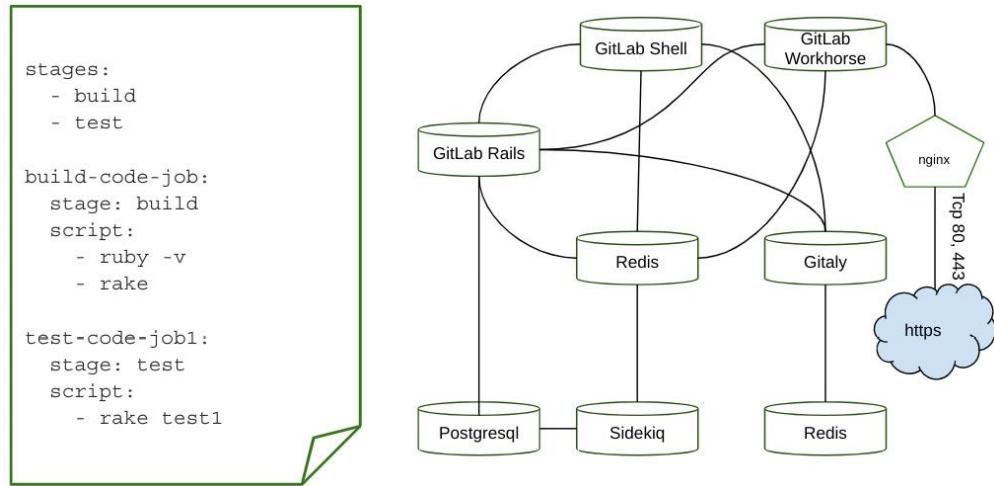


Figure 2.19 – GitLab architecture

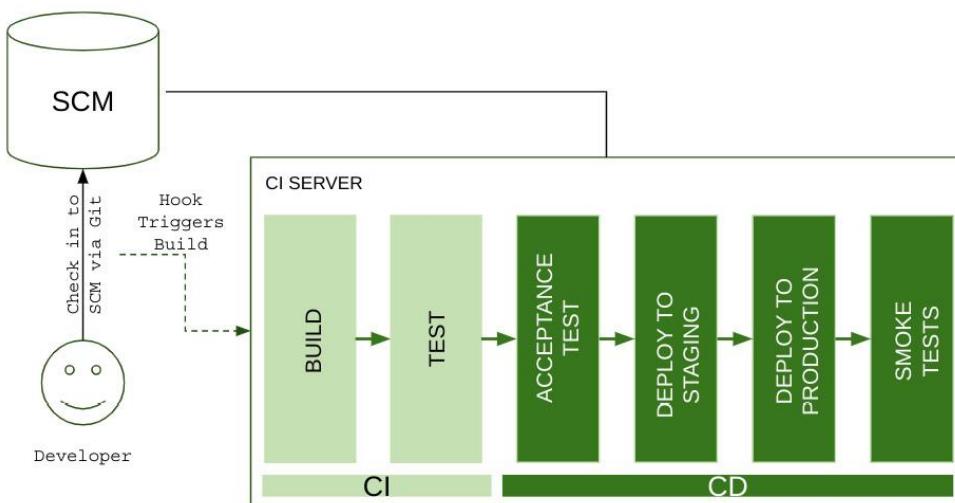


Figure 2.20 – CI-CD pipeline

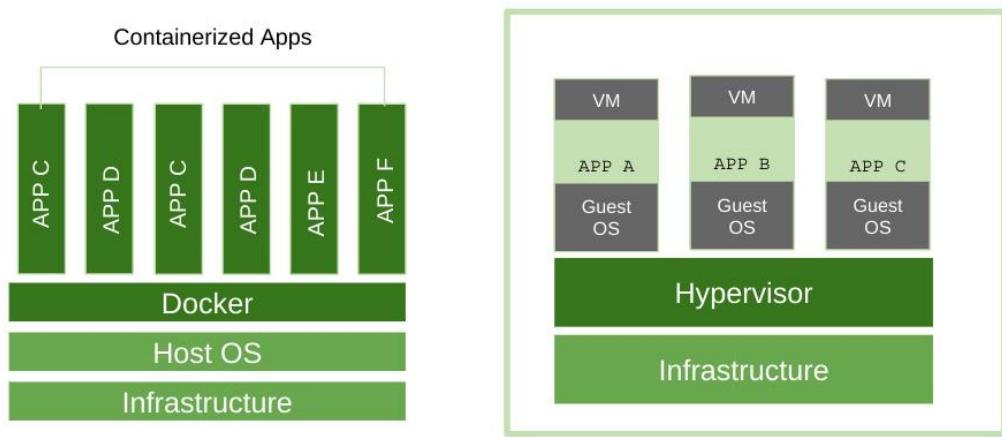


Figure 2.21 – Container and VM comparison

```
vi Dockerfile
```

```
FROM alpine:3.4
RUN apk update
RUN apk add vim
RUN apk add curl
```

-- INSERT --

4,17 All

Figure 2.22 – Dockerfile

```
natejswenson@penguin:~/local_ x natejswenson@penguin:~/local_ x + - □ ×
```

```
→ docker_exercise docker build --quiet --tag devopsbook:latest .
sha256:05dc32120cf7b2e63be5c9117c971e1f82d39ee3dabd4c47502076045d3b909e
→ docker_exercise docker images
REPOSITORY          TAG           IMAGE ID      CREATED
SIZE
devopsbook          latest        05dc32120cf7   8 seconds ago
32.2MB
alpine              3.4          b7c5ffe56db7   2 years ago
4.81MB
→ docker_exercise |
```

Figure 2.23 – Docker images

```
natejswenson@penguin:~/local_ x natejswenson@penguin:~/local_ x + - □ ×  
+ docker_exercise docker run -it devopsbook:latest  
/ # ls  
bin      etc      lib      media     proc      run      srv      tmp      var  
dev      home     linuxrc   mnt      root      sbin     sys      usr  
/ # exit  
+ docker_exercise |
```

Figure 2.24 – interactive terminal command

```
natejswenson@penguin:~/local_repo x + - □ ×  
+ docker_exercise docker stop $(docker ps -a -q)  
9e5860d63800  
+ docker_exercise docker rm $(docker ps -a -q)  
9e5860d63800  
+ docker_exercise |
```

Figure 2.25 – Docker image removal

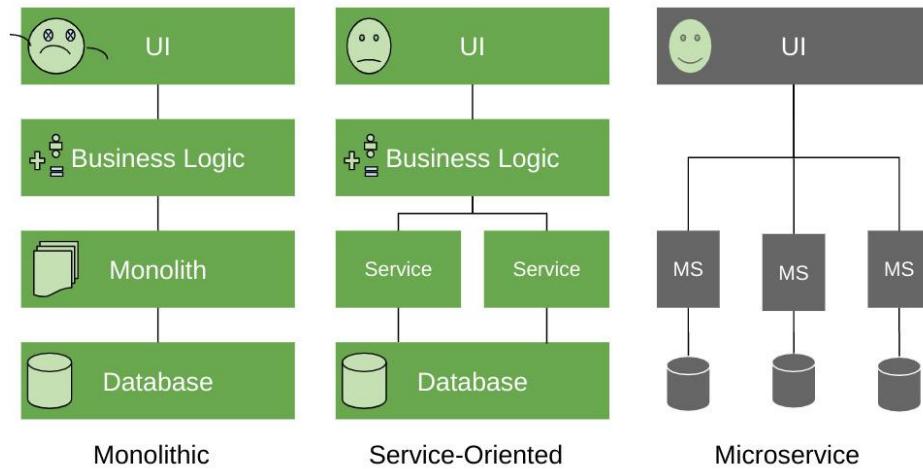


Figure 2.26 – Architecture comparison

Code

Within the `.bashrc` file, it is possible to do the following:

- **Code 2.1:** Load modules:

```
module load <module>
```

- **Code 2.2:** Modify an environment variable:

```
export PATH=$PATH:<path/to/dir>
```

- **Code 2.3:** Activate a Python environment:

```
source <path/to/env>/bin/activate
```

- **Code 2.4:** Set aliases: Aliases are nicknames for commands, groups of commands, or scripts and can be added to the `.bashrc` file. Aliases are often created to make commonly used commands shorter. It is best practice to add aliases to a separate file called `.bash_aliases`, and then load `.bash_aliases` into `.bashrc`:

```
if [ -f ~/.bash_aliases ]; then
    . ~/.bash_aliases
fi
```

Code 2.5: If your list of aliases is short, you can add them directly to the `.bashrc` file:

```
alias l="ls -l"
alias la="ls -la"
```

Code 2.6: Aliases can also be used to call functions:

```
alias dd=dockerdown()

dockerdown() {
    sudo docker rm -f $(sudo docker ps -a -q)
    sudo docker ps
    sudo docker rmi -f $(sudo docker images -q)
    sudo docker images
}
```

Command 2.1

```
touch Dockerfile
```

Links

- Resources
 - Vi: <https://ryanstutorials.net/linuxtutorial/cheatsheetvi.php>
 - LeetCode: <https://leetcode.com/>
 - AlgoExpert: <https://www.algoexpert.io/>
- Getting Started with Git
 - Windows: <https://gitforwindows.org/>
 - macOS: <https://git-scm.com/download/mac>
 - Linux: <https://git-scm.com/download/linux>
- Education group of GitHub: <https://education.github.com/git-cheat-sheet-education.pdf>
- Popular SCM tools:
 - GitHub: <https://www.github.com>
 - GitLab: <https://about.gitlab.com/>
 - Bitbucket: <https://bitbucket.org/>
- To learn more about CloudFormation, visit
<https://docs.aws.amazon.com/AWSCloudFormation/latest/UserGuide>Welcome.html>.
- Install Docker on your machine: <https://docs.docker.com/get-docker/>.
- AWS Certifications
 - AWS Cloud Practitioner (<https://aws.amazon.com/certification/certified-cloud-practitioner/>)
 - AWS Associate Architect (<https://aws.amazon.com/certification/certified-solutions-architect-associate/>)
- Google Cloud Certifications
 - Associate Cloud Engineer (<https://cloud.google.com/certification/cloud-engineer>)
- Azure Certifications
 - Fundamentals (<https://docs.microsoft.com/en-us/learn/certifications/exams/az-900>)

Tables

In the following table, we will compare the three most popular SCM tools available as of 2021:

	GitHub	GitLab	Bitbucket
Free Public Repositories	x	x	x
Free Private Repositories	x	x	x
Merge and Issue Templates	x	x	-
Integrated CI	-	x	x
Open Source	-	x	-
Integrations	-	-	-

Table 2.1 – SCM comparison

Chapter 3

Figures

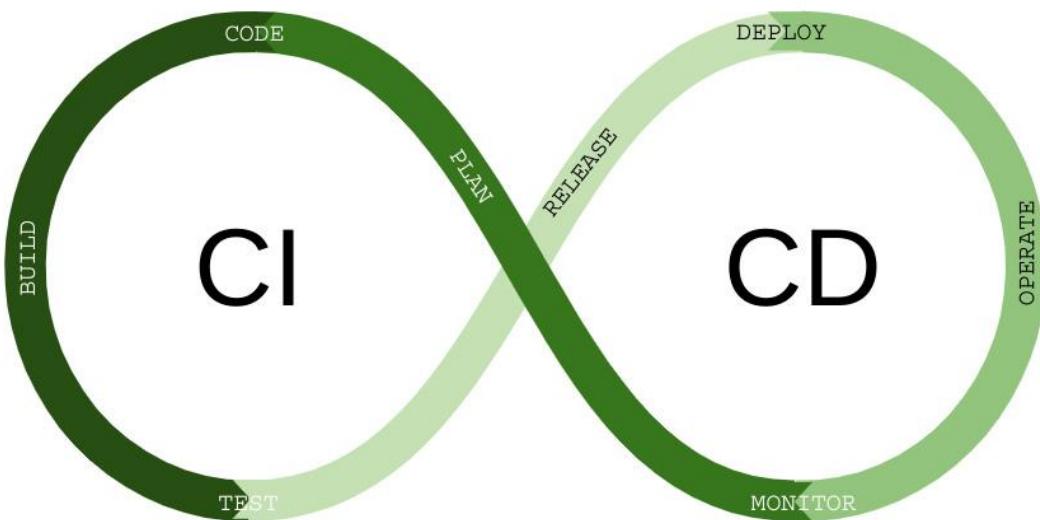


Figure 3.1 – Infinite DevOps cycle

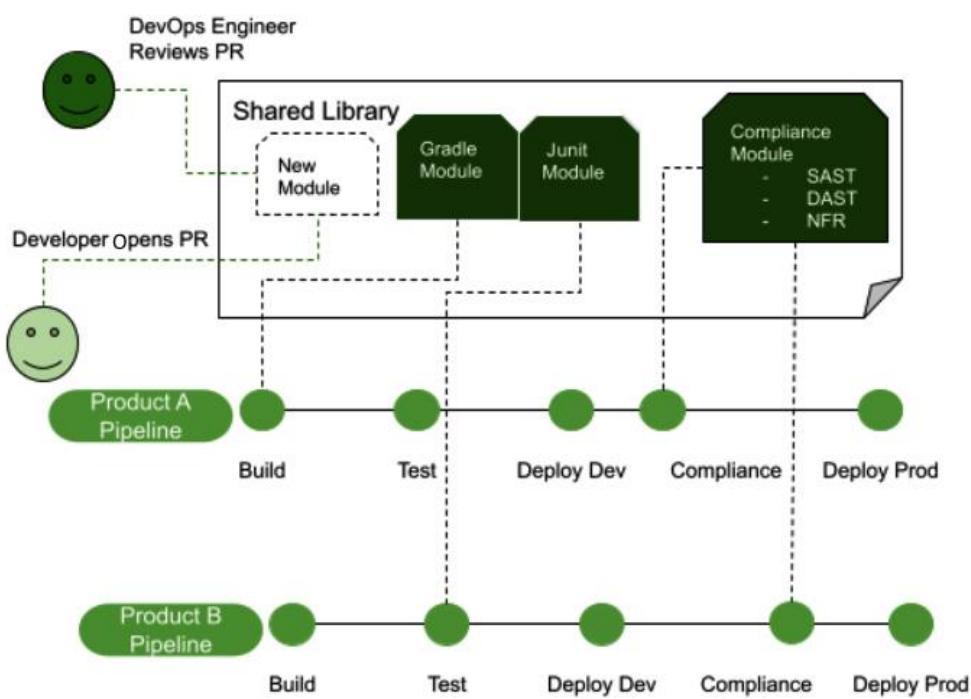


Figure 3.2 – Shared pipeline library

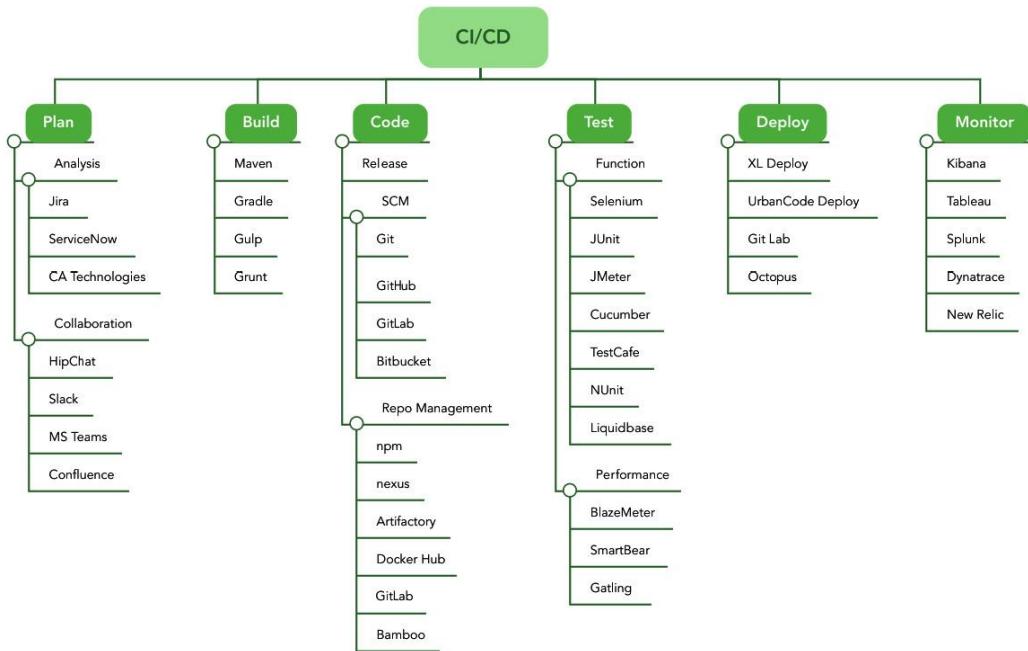


Figure 3.3 – CI-CD tools



Figure 3.4 – SRE hierarchy



Figure 3.5 – Cloud provider comparison

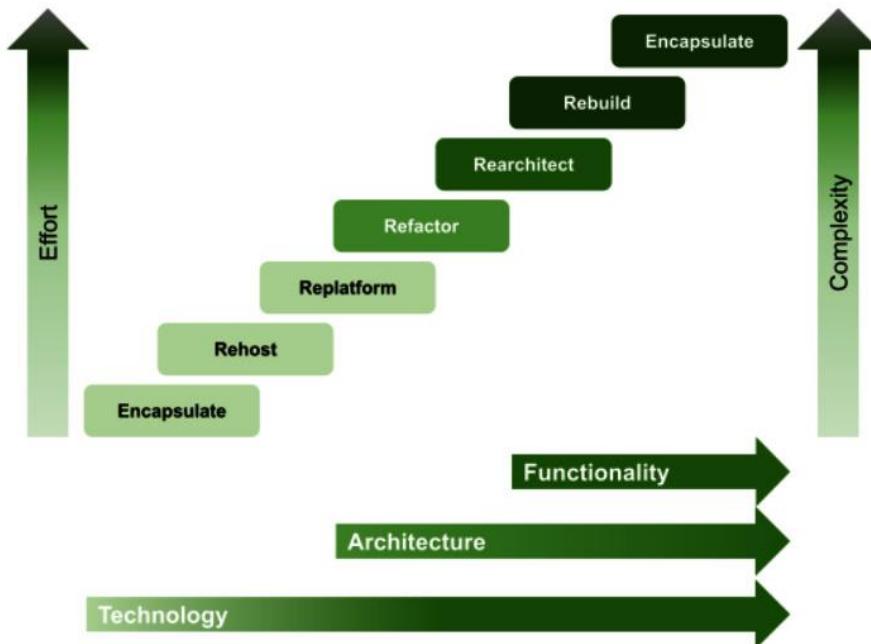


Figure 3.6 – Gartner's modernization approaches' ability to remediate the cause

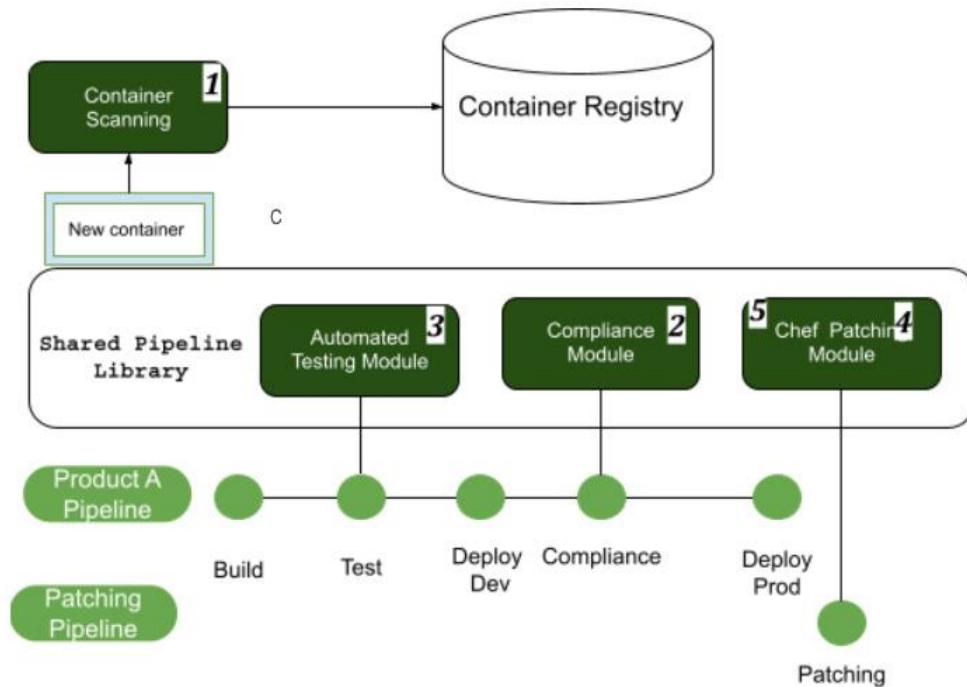


Figure 3.7 – CI-CD security

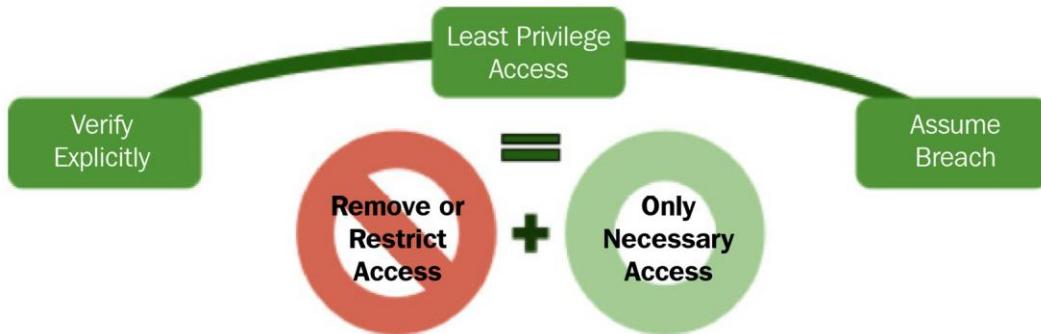


Figure 3.8 – Zero-trust principles

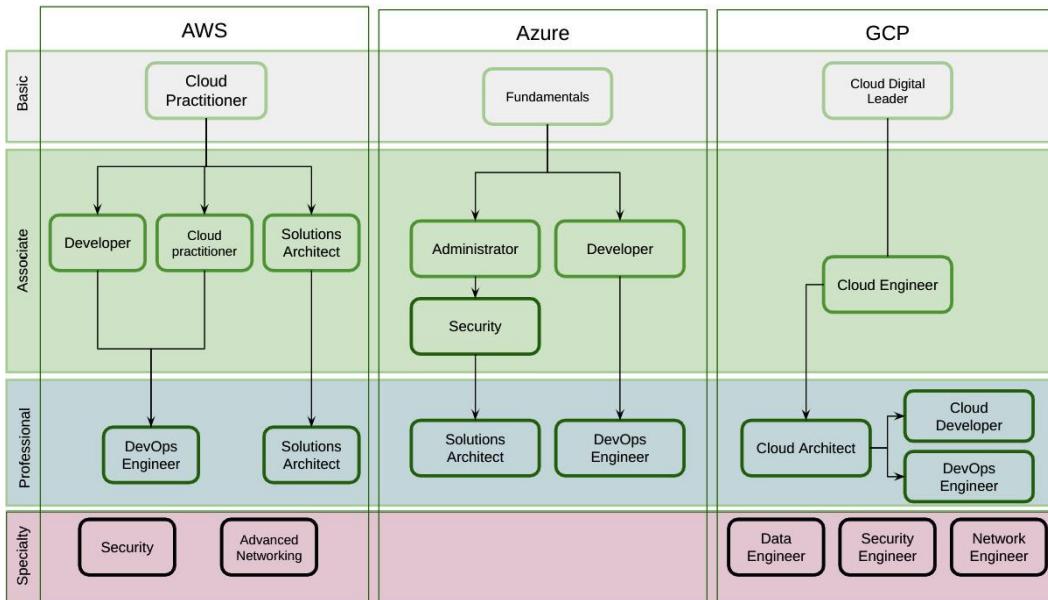


Figure 3.9 – Cloud certification path

Levels					
	Jr. Associate	Associate	Sr. Associate	Lead Associate	Principal Associate
Skill C	Competency of skill C required for a Jr. Associate Competency of skill C Desired for a Jr. Associate	Competency of skill C required for an Associate Competency of skill C Desired for an Associate	Competency of skill C required for a Sr. Associate Competency of skill C Desired for a Sr. Associate	Competency of skill C required for a Lead Associate Competency of skill C Desired for a Lead Associate	Competency of skill C required for a Principal Associate Competency of skill C Desired for a Principal Associate
Skill B	Competency of skill B required for a Jr. Associate Competency of skill B Desired for a Jr. Associate	Competency of skill B required for an Associate Competency of skill B Desired for an Associate	Competency of skill B required for a Sr. Associate Competency of skill B Desired for a Sr. Associate	Competency of skill B required for a Lead Associate Competency of skill B Desired for a Lead Associate	Competency of skill B required for a Principal Associate Competency of skill B Desired for a Principal Associate
Skill A	Competency of skill A required for a Jr. Associate Competency of skill A Desired for a Jr. Associate	Competency of skill A required for an Associate Competency of skill A Desired for an Associate	Competency of skill A required for a Sr. Associate Competency of skill A Desired for a Sr. Associate	Competency of skill A required for a Lead Associate Competency of skill A Desired for a Lead Associate	Competency of skill A required for a Principal Associate Competency of skill A Desired for a Principal Associate

Figure 3.10 – Competency matrix

		Levels				
		Jr. Associate	Associate	Sr. Associate	Lead Associate	Principal Associate
Development	premium	Single task e2e	Understands entire feature	Takes ownership of a feature	Leads team working on feature that impacts entire product	Owns entire product
	desired	Single task with help from others	Single task e2e + mentors jr. associate	Understands entire product	Leads a team working on a feature	Leads multiple feature teams
	entry	Observes other associates	Single task e2e	Understands entire feature	Takes ownership of a feature	Leads team working on feature that impacts entire product

Figure 3.11 – Competency matrix levels

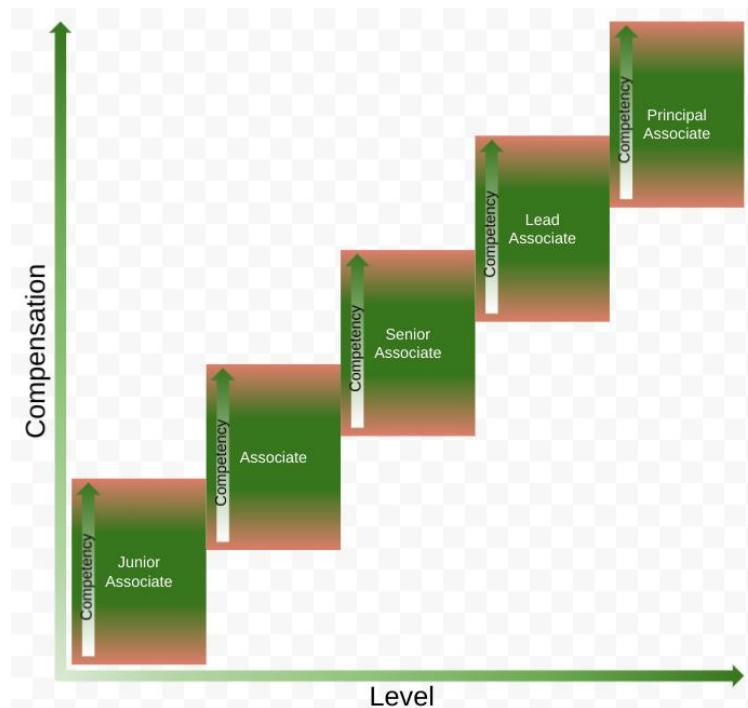


Figure 3.12 – Compensation – Level graph

Links

- A valuable resource that allows you to view and examine each tool is digital.ai's periodic table of DevOps tools: <https://digital.ai/periodic-table-of-devops-tools>
- SRE book by Google: <https://sre.google/sre-book/table-of-contents/>
- GCP: <https://cloud.google.com/sdk>
- AWS: <https://aws.amazon.com/cli/>
- Azure: <https://docs.microsoft.com/en-us/cli/azure/install-azure-cli>
- Gartner's modernization approach: <https://www.gartner.com/doc/reprints?id=1-25RJ3RG2&ct=210408&st=sb>
- Kubernetes the hard way: <https://github.com/kelseyhightower/kubernetes-the-hard-way>
- Kubernetes training course: <https://www.udemy.com/course/certified-kubernetes-application-developer/>
- The most popular container scanning tool is Twistlock; however, there are many others as well and these can be seen here: <https://techbeacon.com/security/17-open-source-container-security-tools>.
- Security acceptance testing: https://owasp.org/www-community/Vulnerability_Scanning_Tools
- One article that helped me better understand compliance pipelines can be found at the following link: <https://itrevolution.com/book/devops-automated-governance-reference-architecture/>
- AWS certifications
 - AWS Certified Solutions Architect – Professional (<https://aws.amazon.com/certification/certified-solutions-architect-professional/>)
 - AWS Certified DevOps Engineer – Professional (<https://aws.amazon.com/certification/certified-devops-engineer-professional/>)
 - AWS Certified Security – Specialty (<https://aws.amazon.com/certification/certified-devops-engineer-professional/>)
- Google Cloud certifications
 - Professional Cloud Architect (<https://cloud.google.com/certification/cloud-architect>)
 - Professional Cloud DevOps Engineer (<https://cloud.google.com/certification/cloud-devops-engineer>)

- Professional Cloud Security Engineer (<https://cloud.google.com/certification/cloud-security-engineer>)
 - Professional Cloud Network Engineer (<https://cloud.google.com/certification/cloud-network-engineer>)
- Azure certifications
 - Microsoft Azure Administrator (<https://docs.microsoft.com/en-us/learn/certifications/exams/az-104>)
 - Microsoft Azure Architect Technologies (<https://docs.microsoft.com/en-us/learn/certifications/exams/az-303>)
 - Designing and Implementing Microsoft DevOps Solutions (<https://docs.microsoft.com/en-us/learn/certifications/exams/az-400>)
 - Microsoft Azure Architect Design (<https://docs.microsoft.com/en-us/learn/certifications/exams/az-304>)
 - Microsoft Azure Security Technologies (<https://docs.microsoft.com/en-us/learn/certifications/exams/az-500>)
- Kubernetes certifications
 - Certified Kubernetes Administrator (CKA) (<https://www.cncf.io/certification/cka/>)

Chapter 4

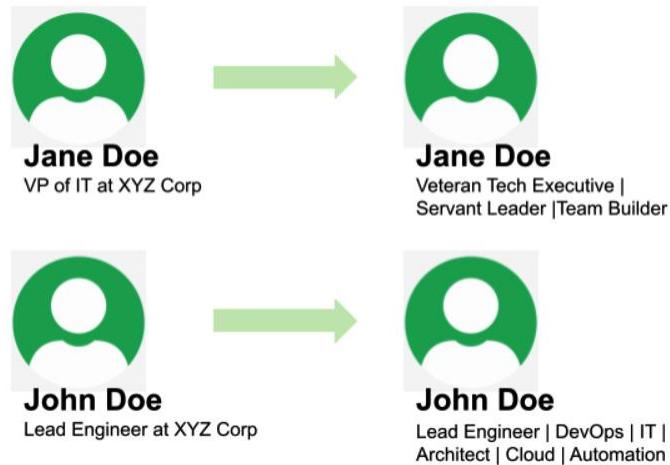


Figure 4.1 – LinkedIn headline refresh

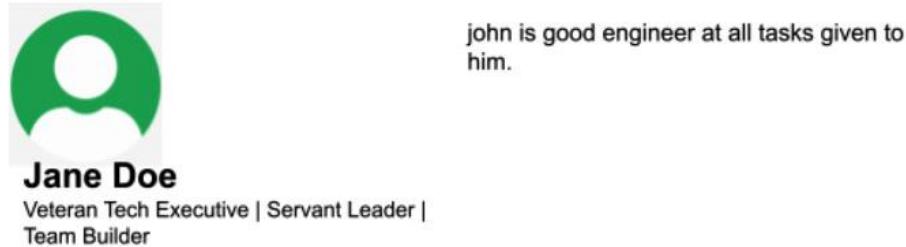


Figure 4.2 – An incomplete and vague recommendation

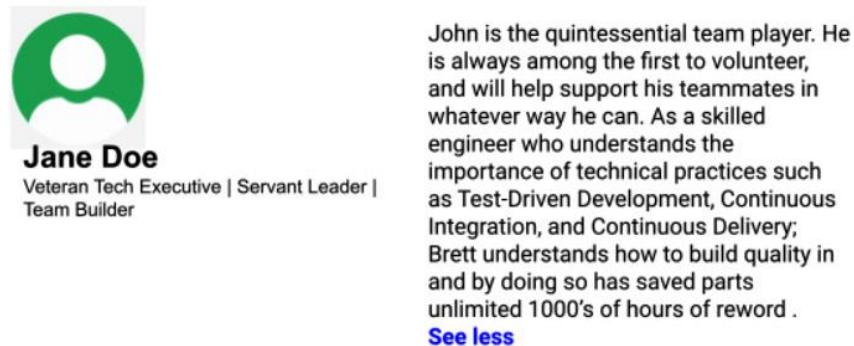


Figure 4.3 – A well-written recommendation

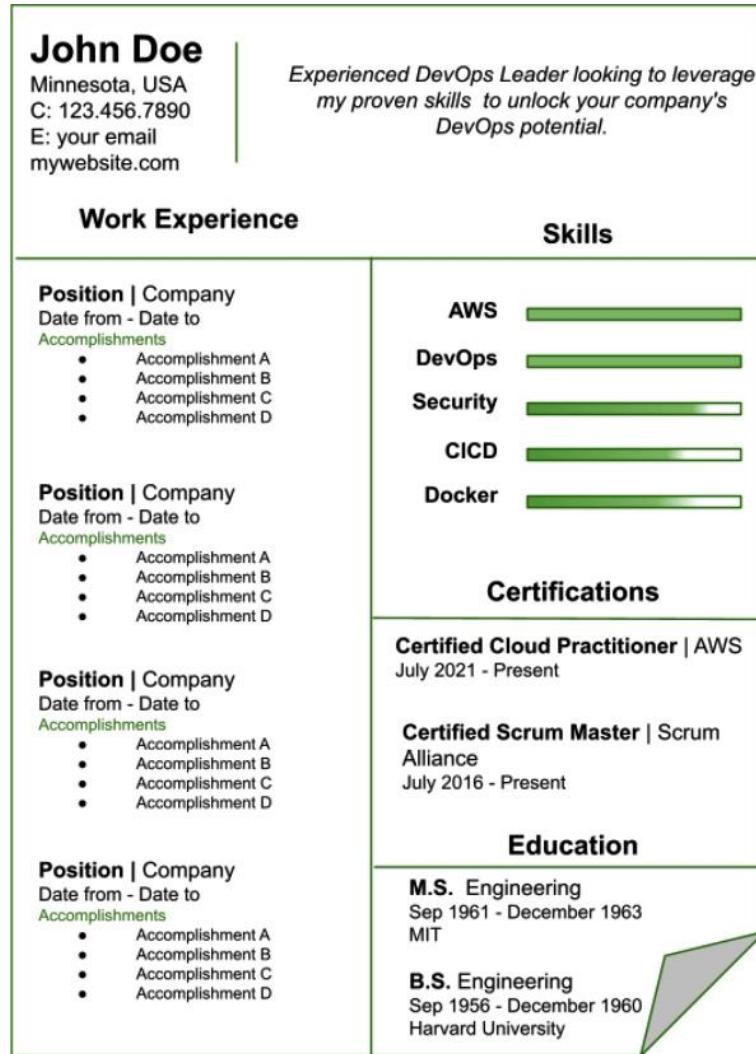


Figure 4.4 – A resume example

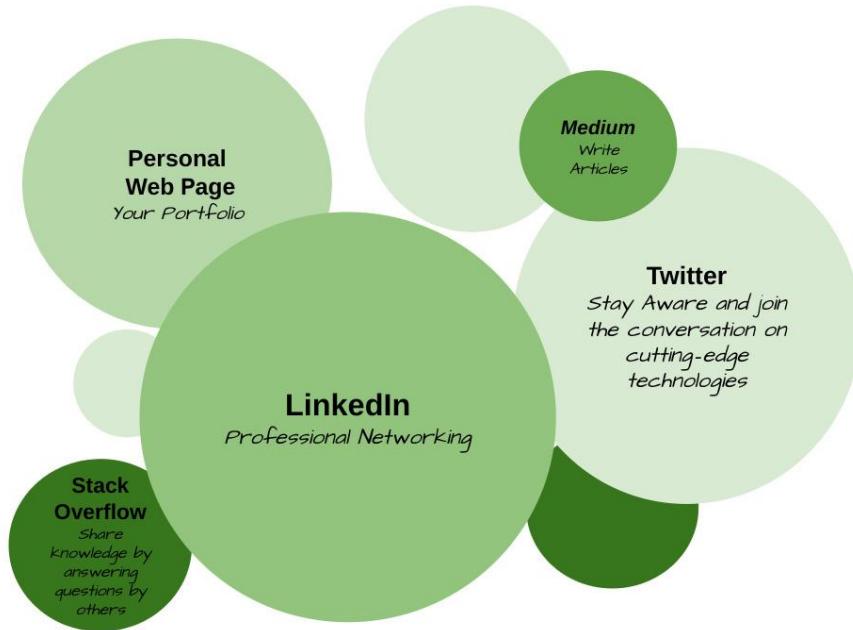


Figure 4.5 – Social profiles

Gene Kim

@RealGeneKim

WSJ bestselling author: Unicorn Project! DevOps researcher/enthusiast. Coauthor: Phoenix Project, Accelerate. Host of The Idealcast. Tripwire founder. Clojure.

⌚ UT: 45.527981,-122.670577 ⌐ trevolution.com/idealcast/
Joined January 2009

1,618 Following 52.2K Followers

Martin Fowler

@martinfowler

Author, speaker, and general loud mouth on Software Development. Works for Thoughtworks. Also hikes, watches theater, and plays modern board games

⌚ Boston ⌐ martinfowler.com Joined October 2008

261 Following 329K Followers

Figure 4.6 – Gene Kim and Martin Fowler on Twitter

Stack Overflow

@StackOverflow

Stack Overflow empowers the world to develop technology through collective knowledge.

⌚ New York, NY ⌐ stackoverflow.com Joined April 2010

99 Following 135.3K Followers

ZDNet

@ZDNet

Where technology means business

⌚ USA | UK | Asia | Australia ⌐ zdnet.com Joined April 2007

204 Following 464.4K Followers

Figure 4.7 – Stack Overflow and ZDNet on Twitter

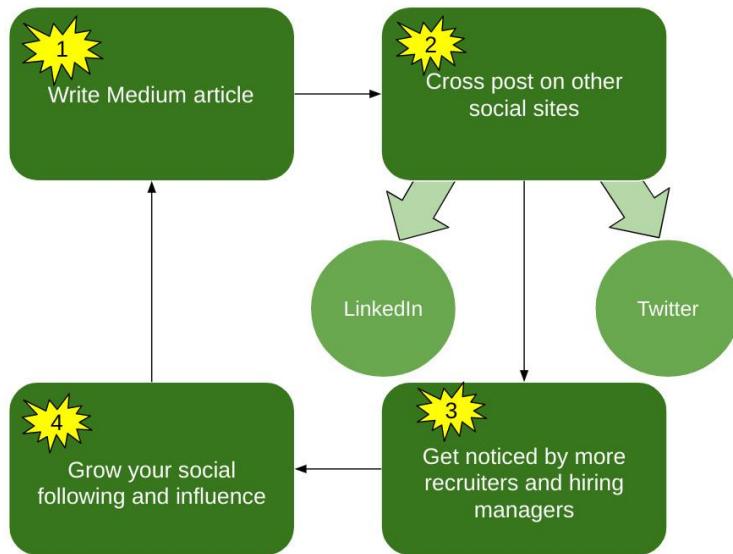


Figure 4.8 – Using Medium and other social sites

Links

- Elon Musk's 1-page resume: <https://novoresume.com/career-blog/elon-musk-one-page-resume>
- Novorésumé: <https://novoresume.com/>
- Resume.io: <https://resume.io/>

GitLab Pages tutorial

Creating a static web page has become a simple task that costs no money, and not a whole lot of time. Both GitHub and GitLab offer free static site hosting. In this section, we will go through how to create a site using GitLab Pages.

Prerequisites: You need to be registered with a free account on GitLab.

1. The first thing we are going to do is install hexo, a node-based website framework:

```
npm install -g hexo
```

2. Next, log in to GitLab (<https://gitlab.com/>) and navigate to <https://gitlab.com/nateiswenson/dcr-demo>. Fork dcr-demo into your workspace.

Clone the repository you forked onto your local machine, cd (change directly), into the project folder directly, and run the following commands:

```
npm install
hexo server
```

3. Open a browser and navigate to `localhost:4000` to view the current site.
4. Make changes to personalize the site to make it your own and then push it back to GitLab:

```
git stage .
git commit -m "my commit"
git push
```

Navigate back to GitLab to the project you just pushed, and click on **Settings | Pages** to view the URL where your site is published.

Chapter 5

Figures

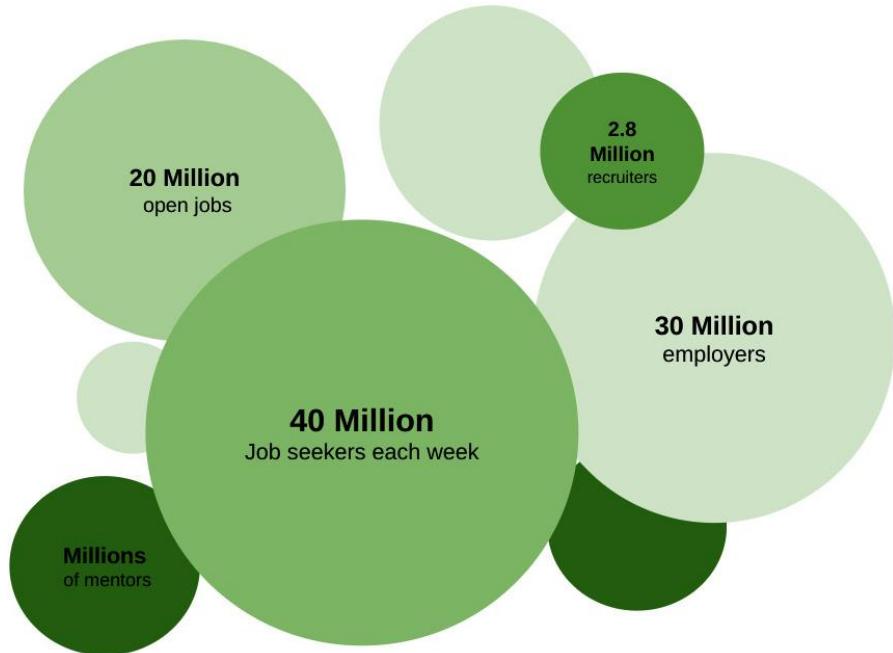


Figure 5.1 – LinkedIn infographic (2021)

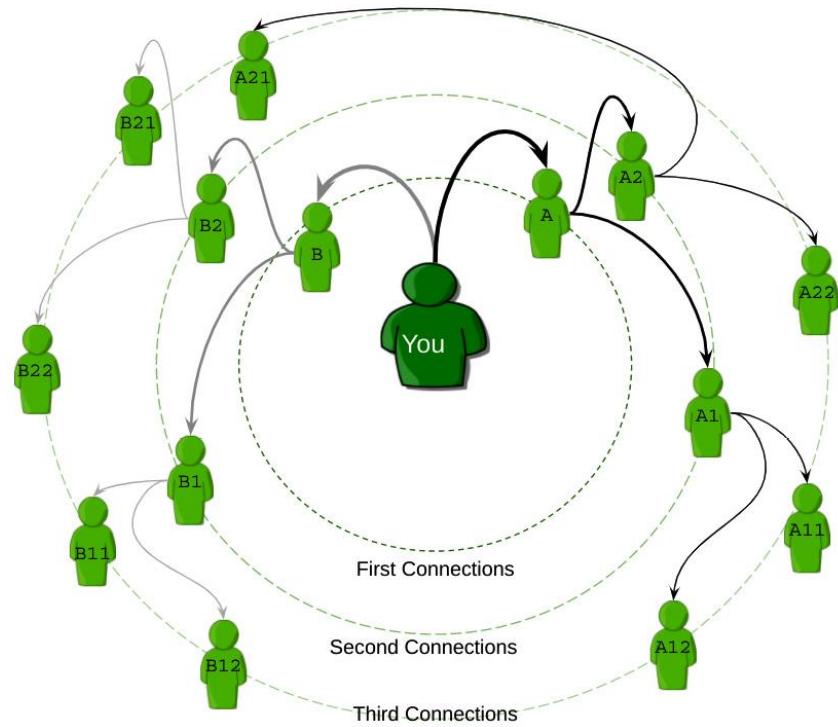


Figure 5.2 – LinkedIn connections

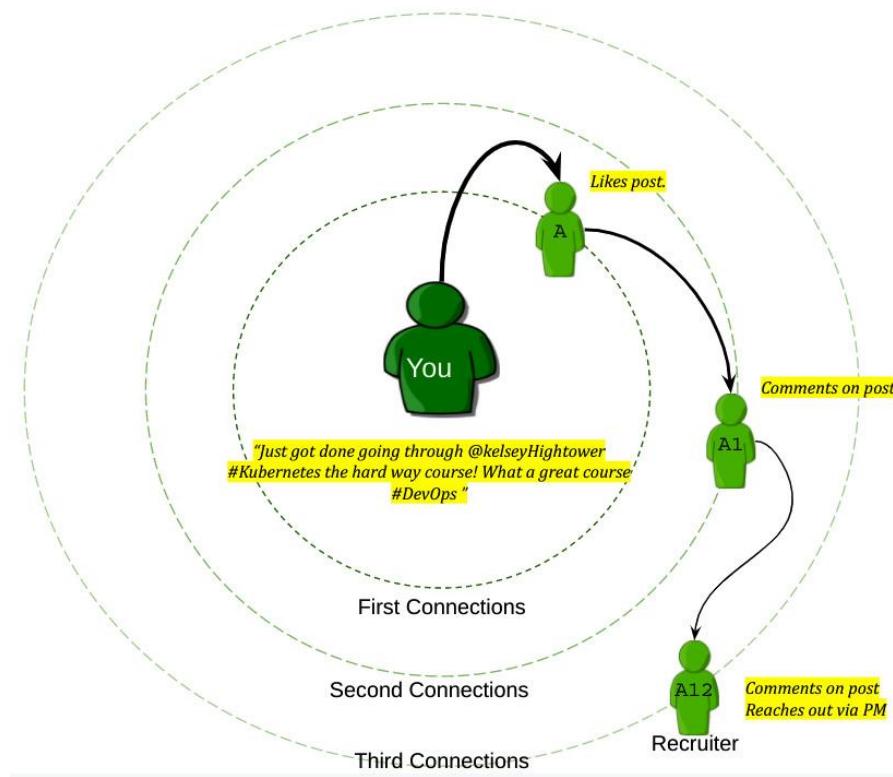


Figure 5.3 – A LinkedIn post leading to a third-degree private message

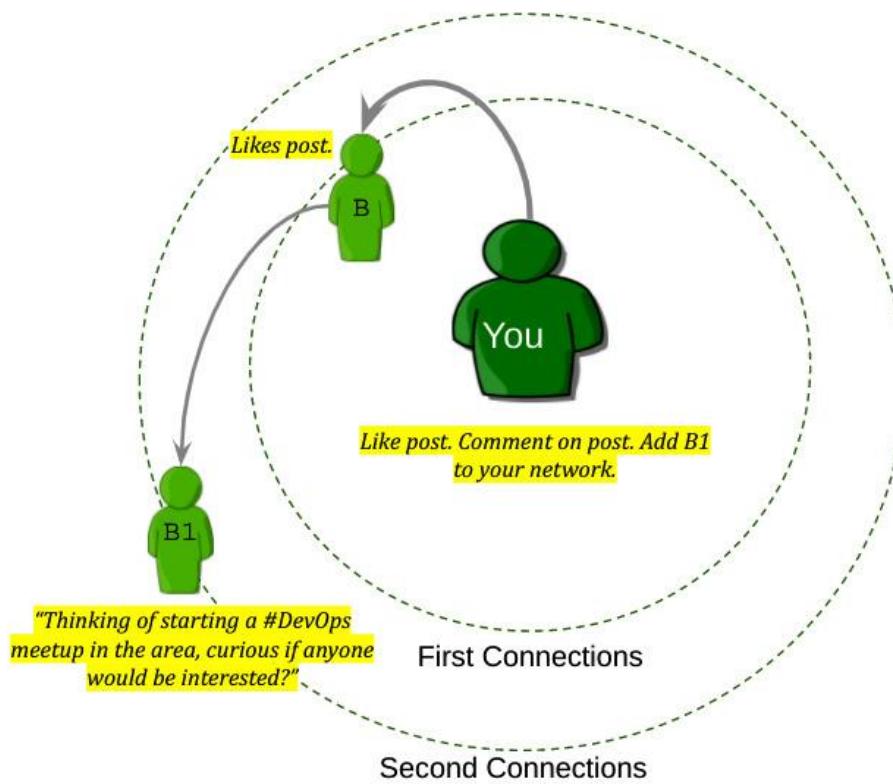


Figure 5.4 – Adding a second-degree connection to your network

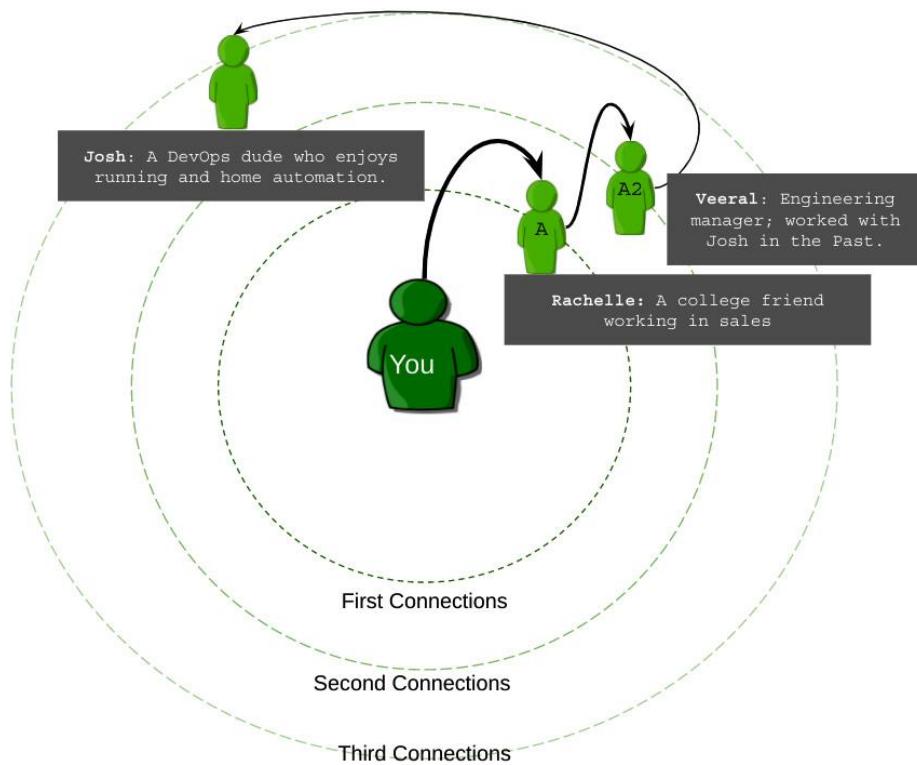


Figure 5.5 – Setting up a scenario in LinkedIn



Figure 5.6 – Attributes required for building relationships

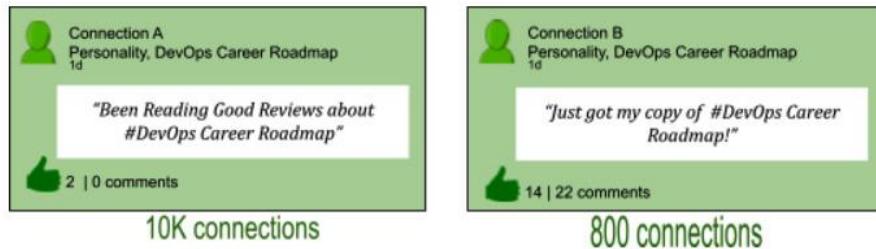


Figure 5.7 – Looking toward quality

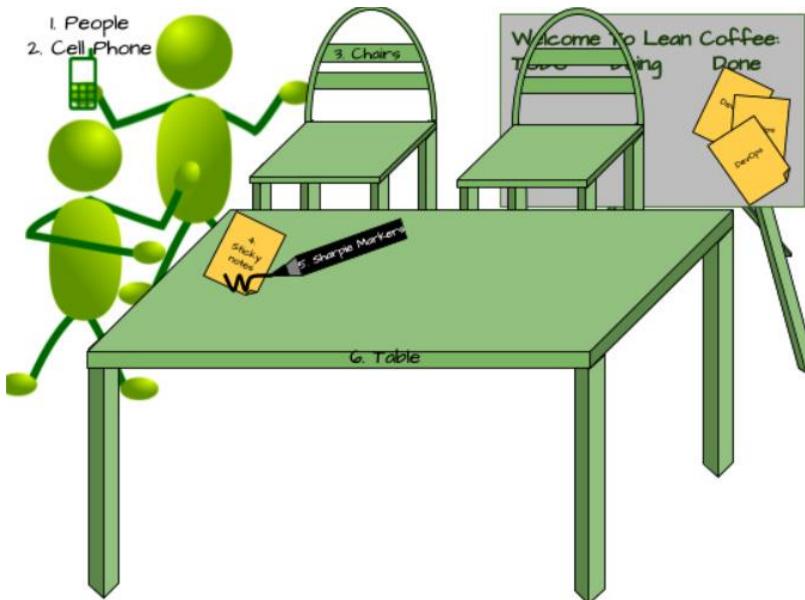


Figure 5.8 – Lean Coffee essentials

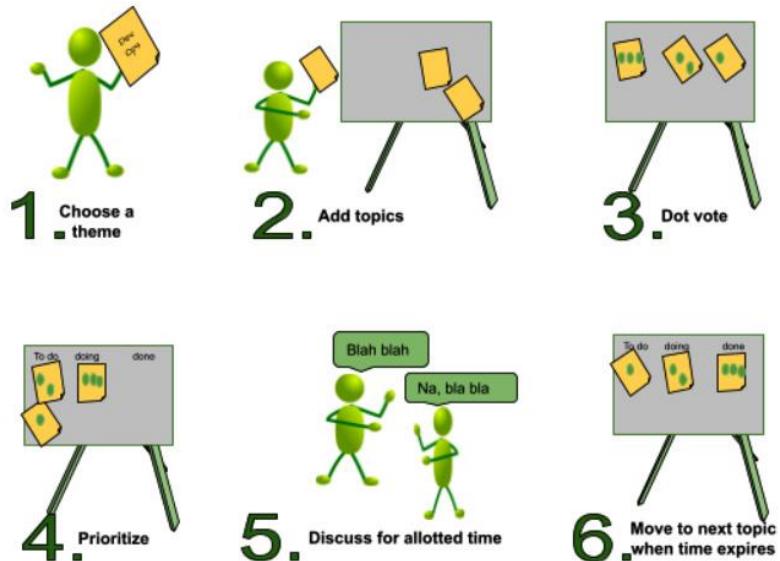


Figure 5.9 – Lean coffee "how to" visual



Figure 5.10 – Ways to improve your conversations

Chapter 6

Figures

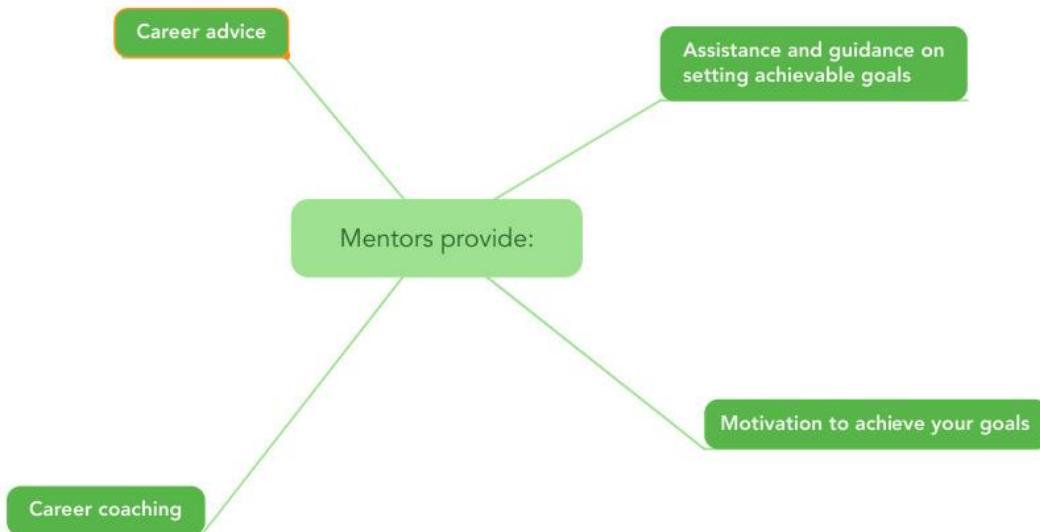


Figure 6.1 – The benefits of mentorship

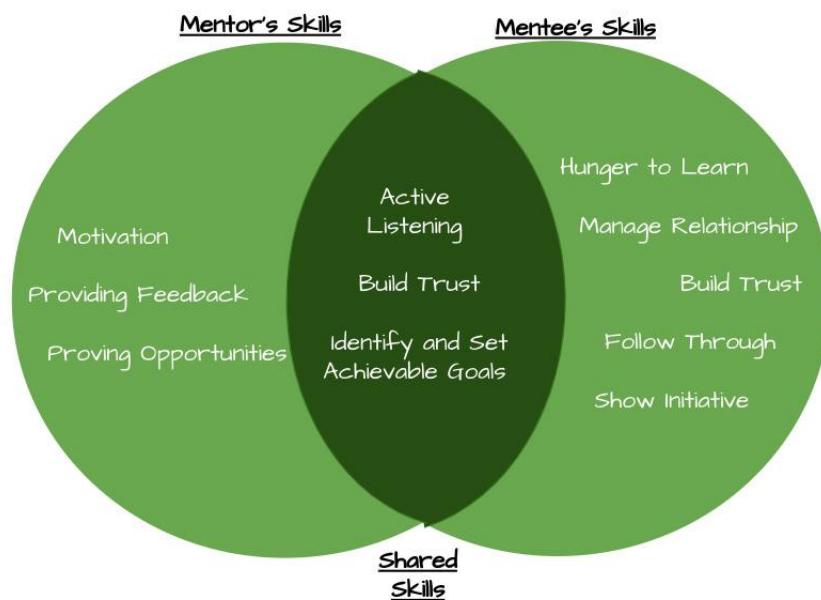


Figure 6.2 – The mentoring skill model

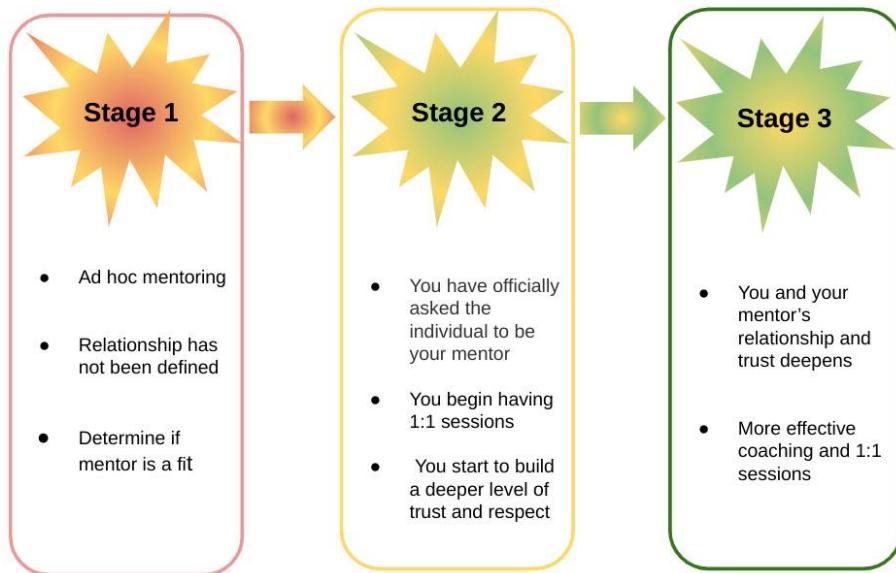


Figure 6.3 – The stages of mentorship



Figure 6.4 – Questions to help you determine whether you are choosing the correct mentor

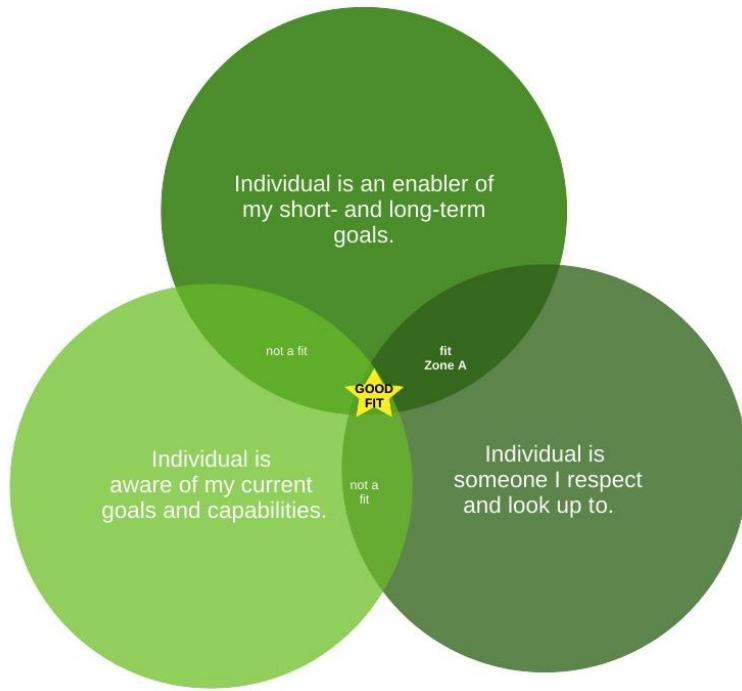


Figure 6.5 – A Venn diagram to decide whether someone is a potential candidate to be a mentor

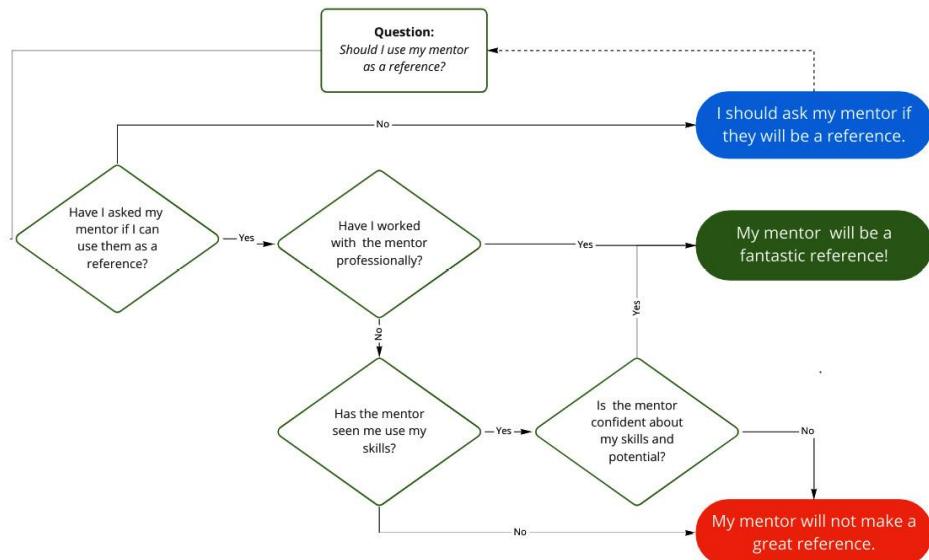


Figure 6.6 – The decision tree for "should I use a mentor as a reference?"

Email Examples

Example 1

Subject: Mentorship

Hi [insert person's name],

During our time working together at [company] I was able to learn a lot and grow as an engineer. I have attached my career goals and feel with you as my mentor, we could further refine my goals and define a plan to help me achieve them. If being my mentor is something you would be open to, I would enjoy setting up an initial call to discuss.

Regards,

[Your name]

Example 2

Subject: Mentorship

Hi [insert person's name],

Since hearing you speak on [topic] at [conference or event], I have been following you on LinkedIn and respect your understanding of DevOps. I have come to a point in my career where I believe I need a mentor to achieve my goals. I believe with your support and mentorship, I could grow professionally and achieve my goals. If you are open to mentoring me, I would enjoy finding some time on your calendar to discuss. Initially, I believe we would need to discuss time commitments.

Regards,

[your name]

Chapter 7

First-Party Recruiter	Recruiting Agency	Freelance Recruiter
<ul style="list-style-type: none"> • Works directly for the hiring company • Handles the initial screen • Checks for culture fit • Covers compensation related questions 	<ul style="list-style-type: none"> • Some work directly with first-party recruiters • Compensated based on the salary you and company agree on 	<ul style="list-style-type: none"> • Good for contract roles • Not on retainer by specific companies • Asks for the right to represent you • Will submit your salary and profile directly to the hiring company

Figure 7.1 – Overview of recruiters

	Talent Discovery	Initial Interview	First Round	Technical and Follow-Up Rounds
First Party	Not usually until the resume is submitted to internal system.	Highly likely, unless the company has employed the help of an agency to perform this initial screen	Almost always as this is usually with the hiring manager.	Sometimes, the technical round is contracted out, but the follow-up round coordination is usually done through the first-party recruiter.
Agency	Will reach out directly via social platforms, or after submitting your resume to the internal system.	Not unless a company has contracted the agency to perform this step.	Not a common practice.	Sometimes it is common for the agency to take on the technical interview, but they will rarely handle the follow-up coordination.
Freelance	Yes – freelance recruiters rely heavily on social platforms to find talent.	Only for direct-hire positions; common with contract roles.	Not a common practice.	No, except for specific contract positions.

Figure 7.2 – The recruiter's role in various stages of the interview process



Figure 7.3 – Things not to do when negotiating



Figure 7.4 – Things to do when negotiating

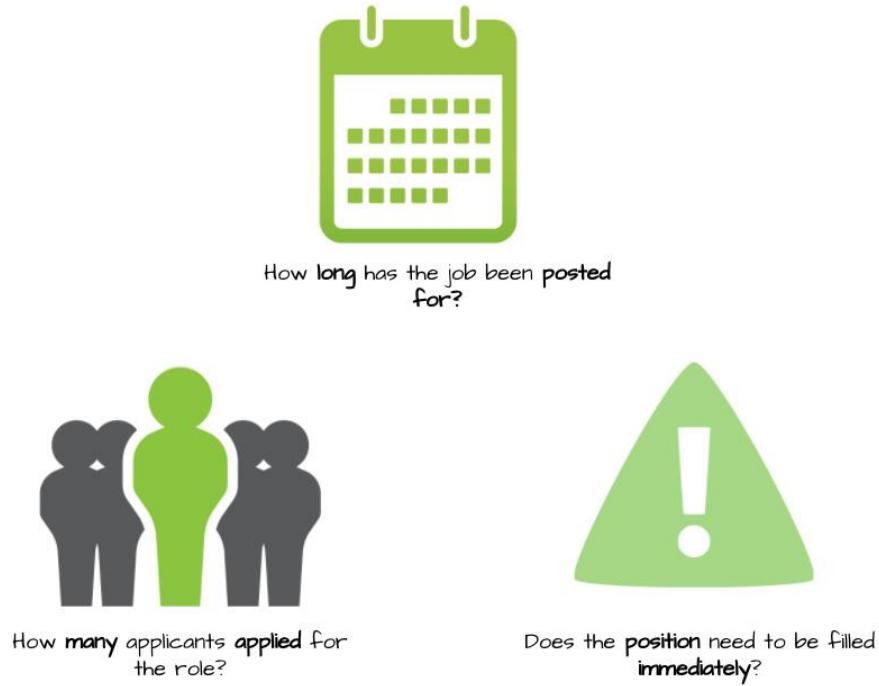


Figure 7.5 – Reasons for the time delay in hearing back from recruiters

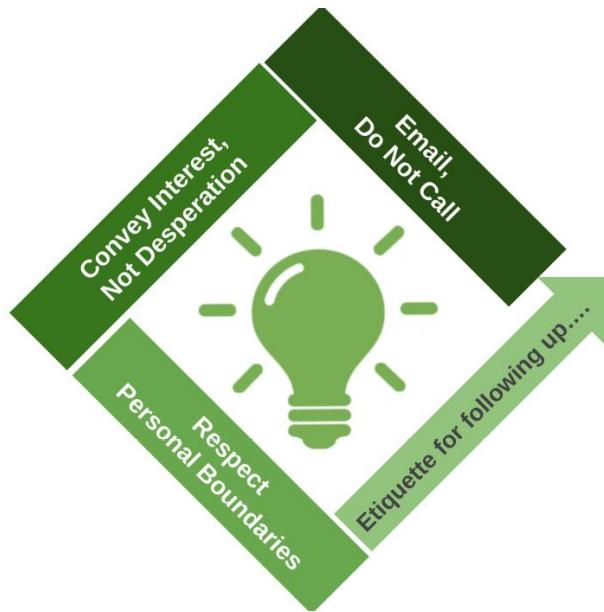


Figure 7.6 – Etiquette for following up with recruiters



Figure 7.7 – Email example

Chapter 8

Figures

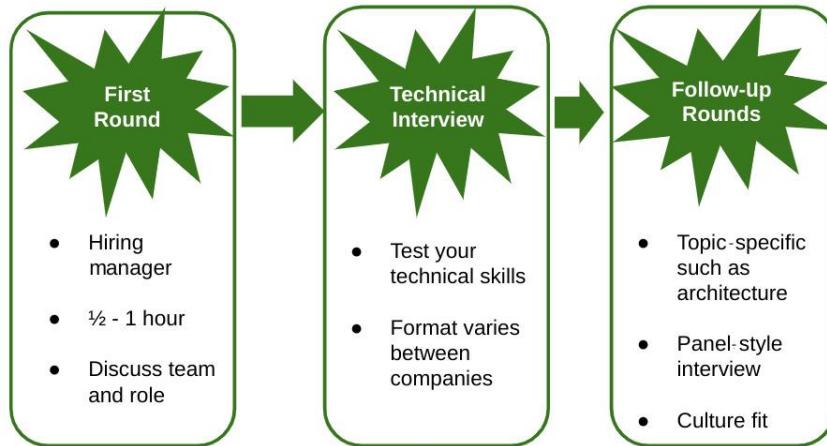


Figure 8.1 – Interview stages

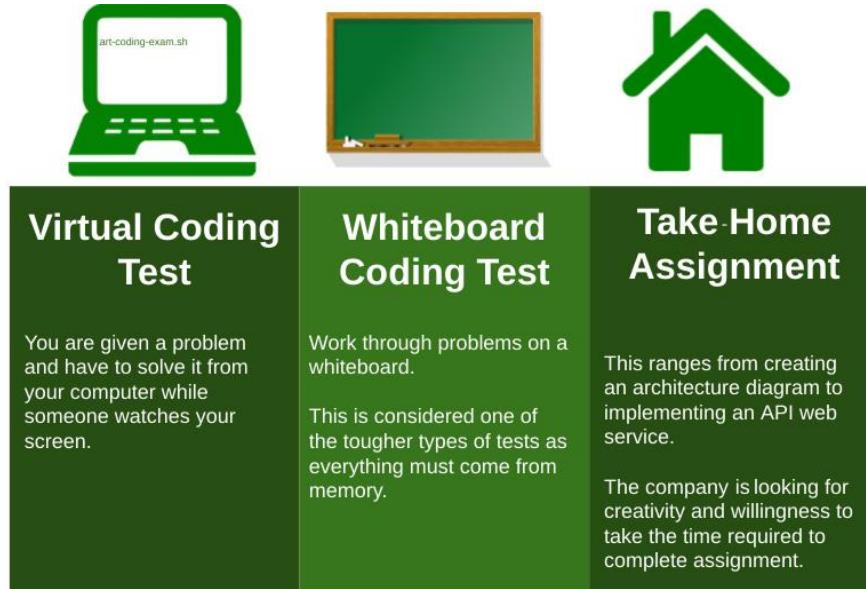


Figure 8.2 – Technical interview types

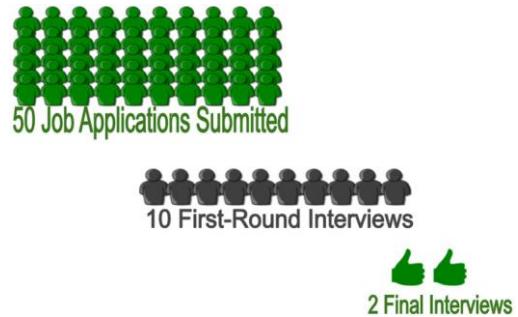


Figure 8.3 – Submitted applications versus final interviews



Figure 8.4 – Continuous interview cycle

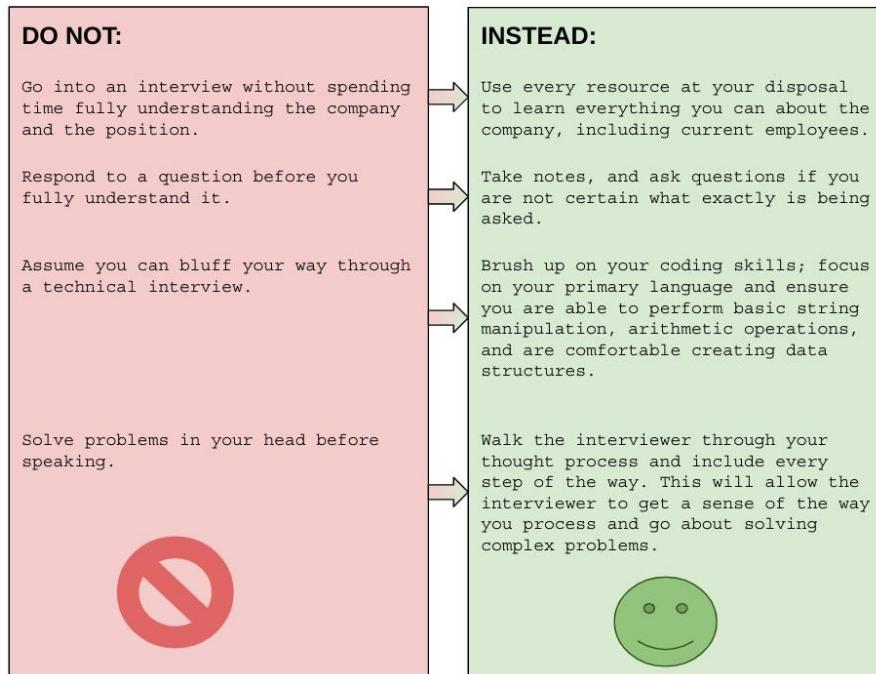


Figure 8.5 – Do not do that; do this instead

Chapter 9

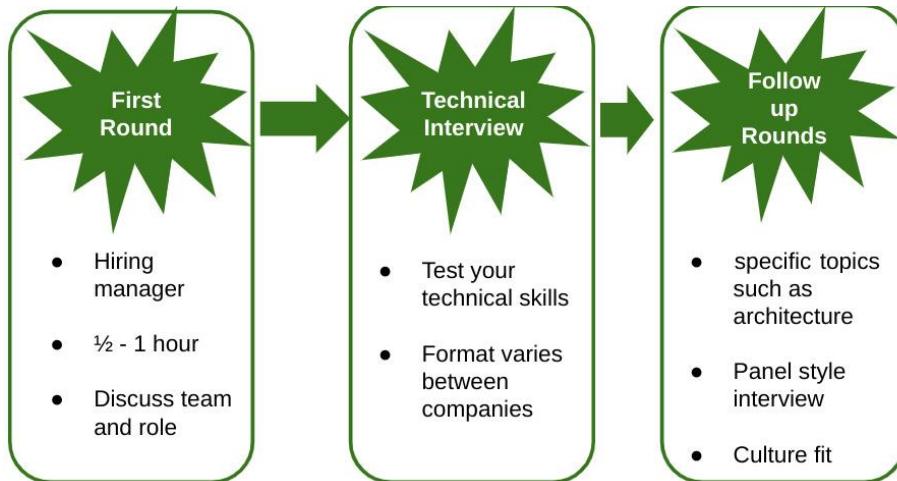


Figure 9.1 – Interview stages reviewed

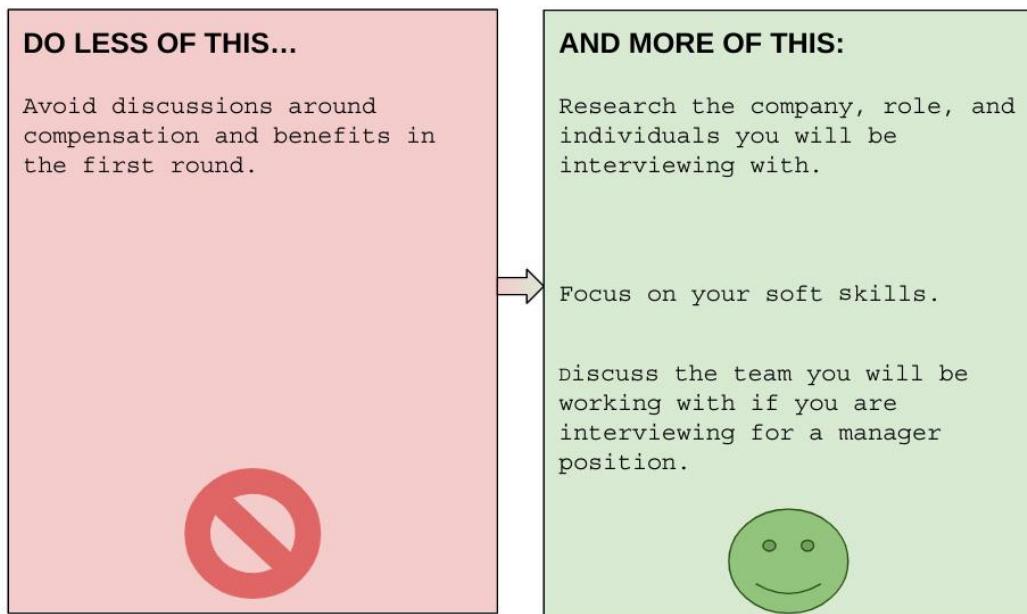


Figure 9.2 – First-round interview dos and don'ts

<p>Virtual Coding Test</p> <p>You are given a problem and solve it from your computer while someone watches your screen.</p>	<p>Whiteboard Coding Test</p> <p>Work through problems on a whiteboard.</p> <p>This is considered one of the tougher types of tests as everything must come from memory.</p>	<p>Take Home Assignment</p> <p>Range from creating an architecture diagram to implementing an API web service.</p> <p>Looking for creativity and willingness to take time to complete assignment.</p>

Figure 9.3 – Technical interview types

Sample CCAT Verbal Question:

Choose the word that is most nearly OPPOSITE to the word in capital letters. LENGTHEN

- A. abdicate
- B. truncate
- C. elongate
- D. stifle
- E. resist

Show correct answer

Figure 9.4 – Sample CCAT question – 1

SAMPLE CCAT MATH QUESTION

A group of 3 numbers has an average of 17. The first two numbers are 12 and 19. What is the third number?

A. 17

B. 19

C. 20

D. 23

E. 30

Show correct answer

Figure 9.5 – Sample CCAT question – 2

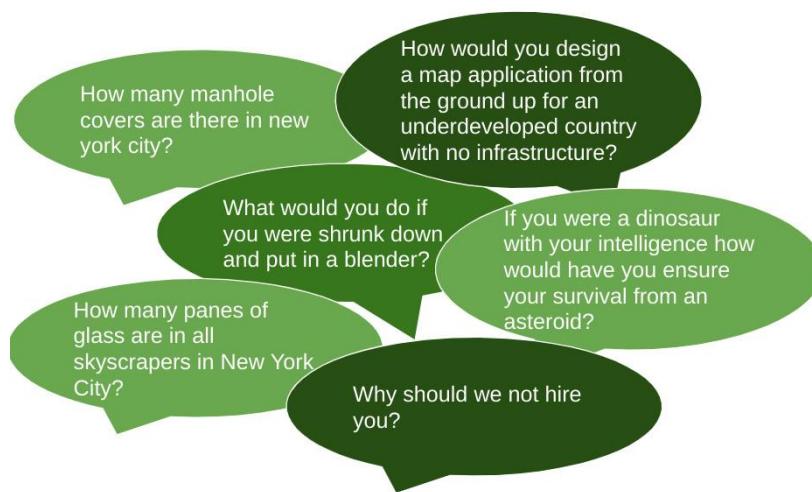


Figure 9.6 – Ridiculously hard interview questions

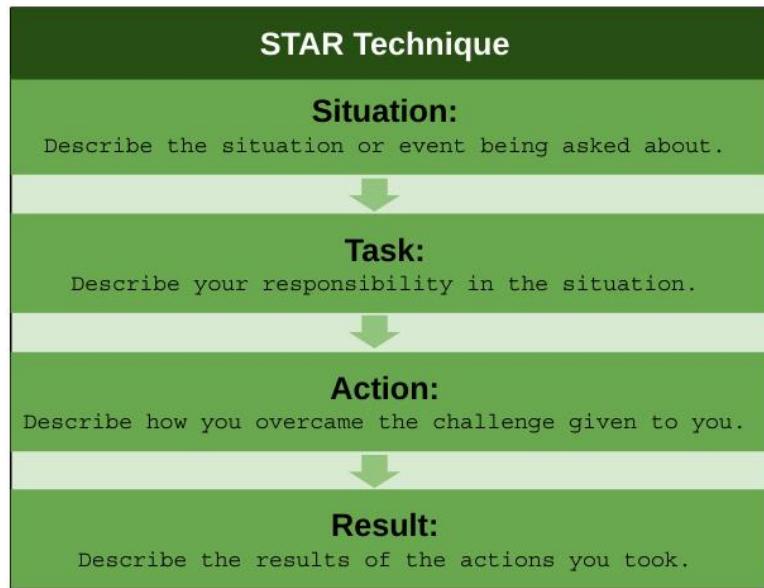


Figure 9.7 – STAR technique

Links

- Sample questions: <https://www.criteriacorp.com/>
- For traditional programming tests:
 - <https://leetcode.com/>
 - <https://www.hackerrank.com/>
- For books: *Cracking the coding interview*, by *Gayle Laakmann McDowell*, which contains a lot of tips specific to companies.

Chapter 10

Figures

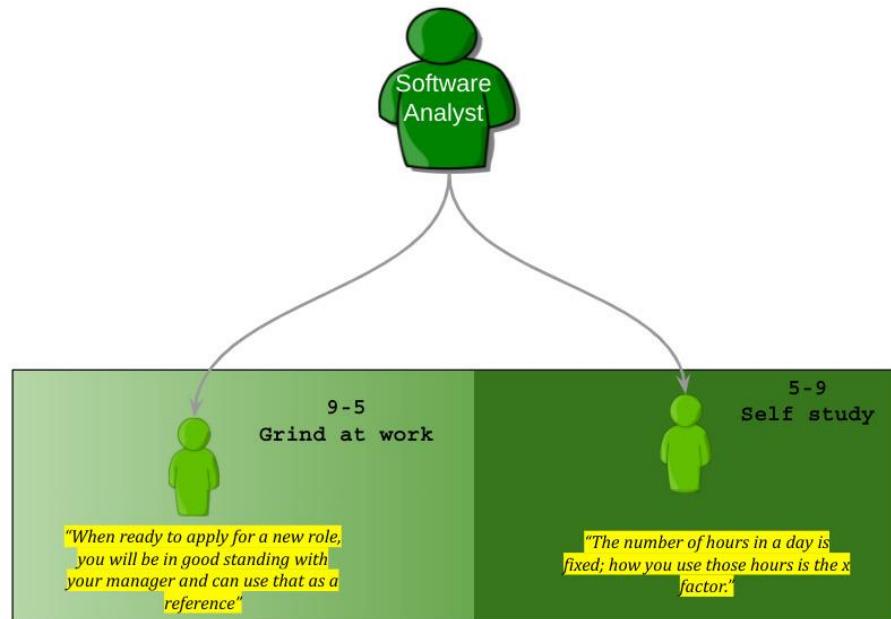


Figure 10.1 – Use your day appropriately

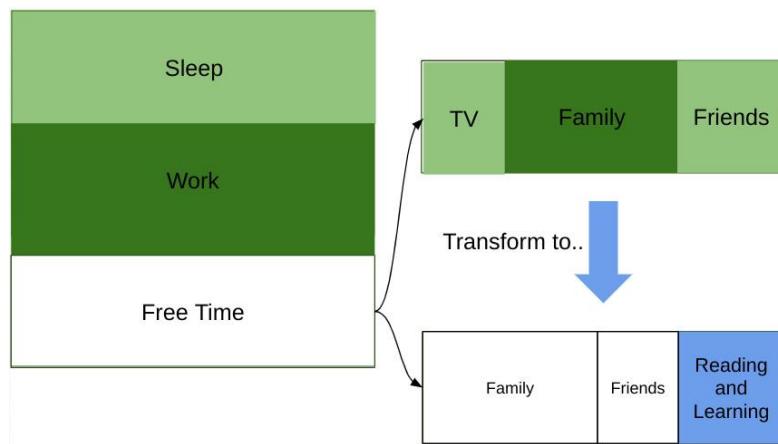


Figure 10.2 – Reprioritizing your time



Figure 10.3 – Looking beyond what is seen on the surface

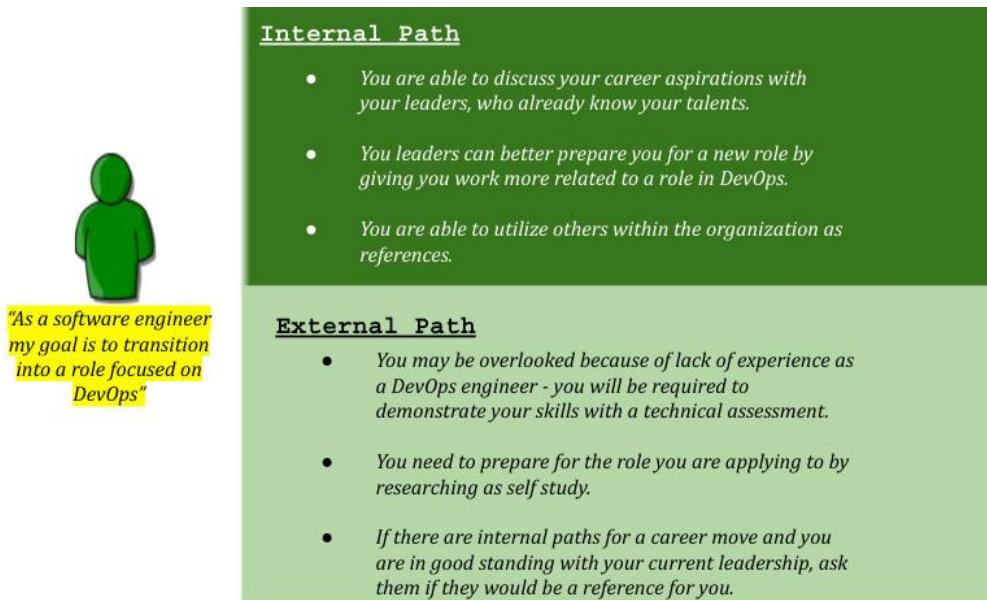


Figure 10.4 – Internal versus external job change comparison

			
After Applying	Unlikely, but it may occur that recruiters follow up through LinkedIn. In such cases, it is important you respond in a timely manner.	Respond to any correspondence from companies you applied to in a timely manner.	Prepare to answer calls from numbers that may be unknown, or at a minimum, listen to your voicemail and return the call.
When Away	No action required, but you could post an away status if you like.	Consider setting an away message.	Consider changing your voicemail so that it coordinates with your current status.

Figure 10.5 – LinkedIn, email, and phone follow-up protocol



Figure 10.6 – LinkedIn versus reality

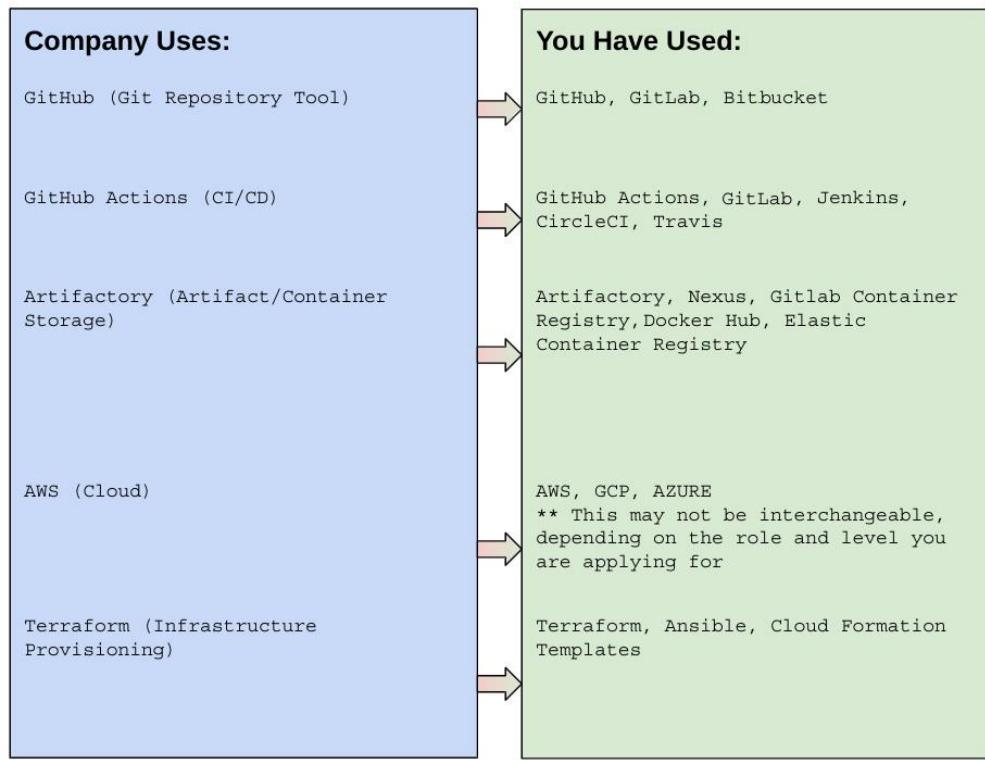


Figure 10.7 – Tool alternatives



Figure 10.8 – Cloud equivalents

Chapter 11

Figures



John Knight

Director of Technology with a deep understanding of DevOps and Agile methodologies with a proven ability to lead diverse engineering teams.

Over 15 years of software development experience spanning 7 Fortune 500 companies and multiple consultancy firms.

Figure 11.1 – John Knight's bio



Veeral Patel

Currently working to connect top tech talent with their ideal job working with great teams and cutting edge technologies at Fannie Mae.

I understand top talent plays a crucial role in any business large and small.

Former policy nut and teacher who loves all things antique and chipped who writes and runs in her spare time.

Figure 11.2 – Veeral Patel's bio



Chris Timberlake

I'm currently a DevOps Consultant, but I've held many titles and roles throughout my career. I have a wide-range of experience, from Infrastructure, to Embedded Software Development, to Video Game Design and Development.

I have shipped numerous applications that serve hundreds, if not thousands, of customers a second, I've also worked on products that have never seen the light of day. Resolving an exception, incident, or unique challenge may be anxiety inducing; for me it's just a Monday.

Figure 11.3 – Chris Timberlake's bio



Magnus Hedemark

I do a lot of side work in Neurodiversity Inclusion and any role I consider will have to have room for me to continue to lead in that space.

If you're looking to book time with me to explore a mentoring relationship, you can do so on my Calendly here: <https://calendly.com/magnus919>

Figure 11.4 – Magnus Hedemark's bio