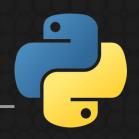# Need more core devs

- Distribute maintenance burden and reviews

- Contributors don't review

- Becoming a core dev can take up to 5 years: need more core devs now

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Contributors go away

- Lack of **quick** review
- Complex code base and workflow
- Finding info **alone** is hard
- Python is popular: scared by breaking stuff

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Private 1to1 exchange

- Mentoree **comfort zone**
- Follow most mentoree's work
- **Dedicated time** to answer
- Learning curse
- Keep mentoree **motivated**

Dev is about people

- How to find **available** expert for review?

- Explain **how to find the solution**, don't give it directly

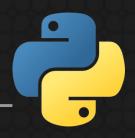- Promotion requires high level of **trust**

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Give responsibilities

- Gamification and badges: rejected
- **Responsibilities** as rewards
- Measure involvement and ability to work as a **team**
- Bug triage: good trade-off, trivial to reopen an issue
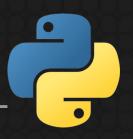- Eagger to get more responsibilities and **take it serious**

Pablo's feedback

Pablo's
contributor → code dev
journey

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Cheryl's feedback

Cheryl's
contributor → code dev
journey

Victor's feedback

- Select a mentoree: **diversity** (we not only need experts) vs ready contributors

- Promotion is a **path**, not a goal

- Only mentoring: not fun

- Mentorship interrupted/stopped

- No match, skills/availability: it's ok

- Most mentoree available 1 day/week

Mentoring works

- **5 promotions** thanks to mentoring in 12 months

- Longer or not happen without mentoring

- Pablo Salgado, Lisa Roach, Emily Morehouse, Chery Sabella, Stéphane Wirtel

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