



TIME FOR A CHANGE?
Strategies for Handling Job Transitions

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Sha-Mayn Teh

Engineering Advisor, Teachers Pay Teachers

- After undergrad, joined a medium sized startup
- 12 years at Google
 - Location changes (Mountain View, Beijing, New York)
 - Role changes (IC/TL/Manager/Advisor)
- Joined Teachers Pay Teachers. Grew the team from 4-40+
- Transitioned to advisory role

Alice Bonhomme-Biais

Software Engineering Coach, ChezAlice Consulting

- Transferred from Academia (postdoc) to industry
- 12 years in Google: 4 internal transfers (IC, manager, IC)
- Took time off (3 months)
- Left Google without knowing next steps
- Now coaching startups on software engineering best practices

Becky Willrich

Senior Technologist, Western Digital

- 2 startups, 2 acquisitions, 3 big companies (Apple, Google, Western Digital)
- Twice transferred into and out of management
- Twice negotiated part-time
- Four internal transfers
- Left for family, then returned to industry

Andrea Frome

Consultant, Frome Consulting

- B.S. Environmental Science, Ph.D. Computer Science
- 8+ years at Google: 2 internships, joined full-time in 2007
 - 3 internal transfers
 - Transitioned IC to TL on two teams
- Several changes since 2015:
 - Joined a startup as IC, became manager (9 months)
 - Joined Hillary For America tech team as IC (last 6 months of campaign)
 - Joined a startup as Director of Research (5 months)
 - Contracting (IC) / consulting for three startups and Twitter
 - Next: joining a project in Africa for six months

Annabel Liu

Software Engineer and Co-founder of a Stealth Startup



- Joined two startups after graduation
- 9+ years at Ariba, from software engineer to tech lead to senior manager
- 7+ years at LinkedIn, from senior manager to VP of engineering
- Now a co-founder and software engineer of a tech startup in San Francisco



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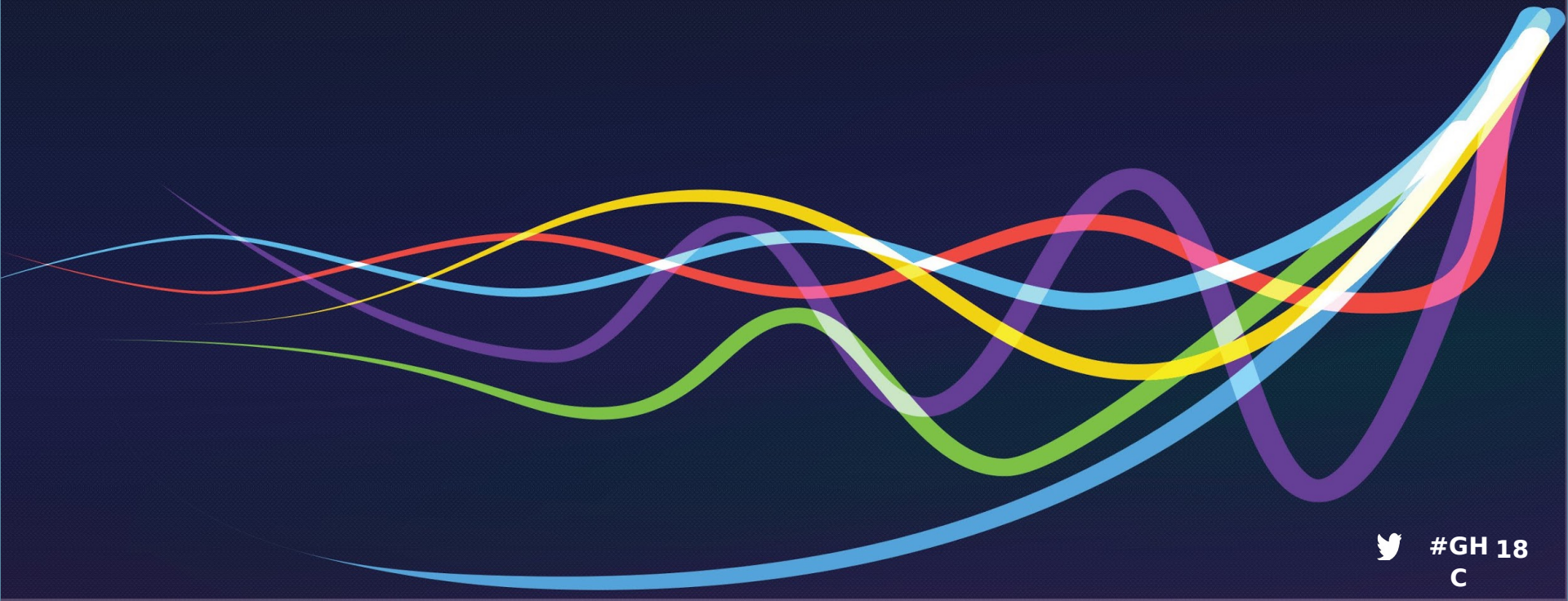


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Closing thoughts



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TAKEAWAYS



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No guilt!

Prioritize on 3 criteria – *What's the Tech challenge / Who you work with / What's the Mission.*

There are many more options than switching companies. Do not be afraid to get creative!

Very rewarding. Transitions have led to lots of personal growth.