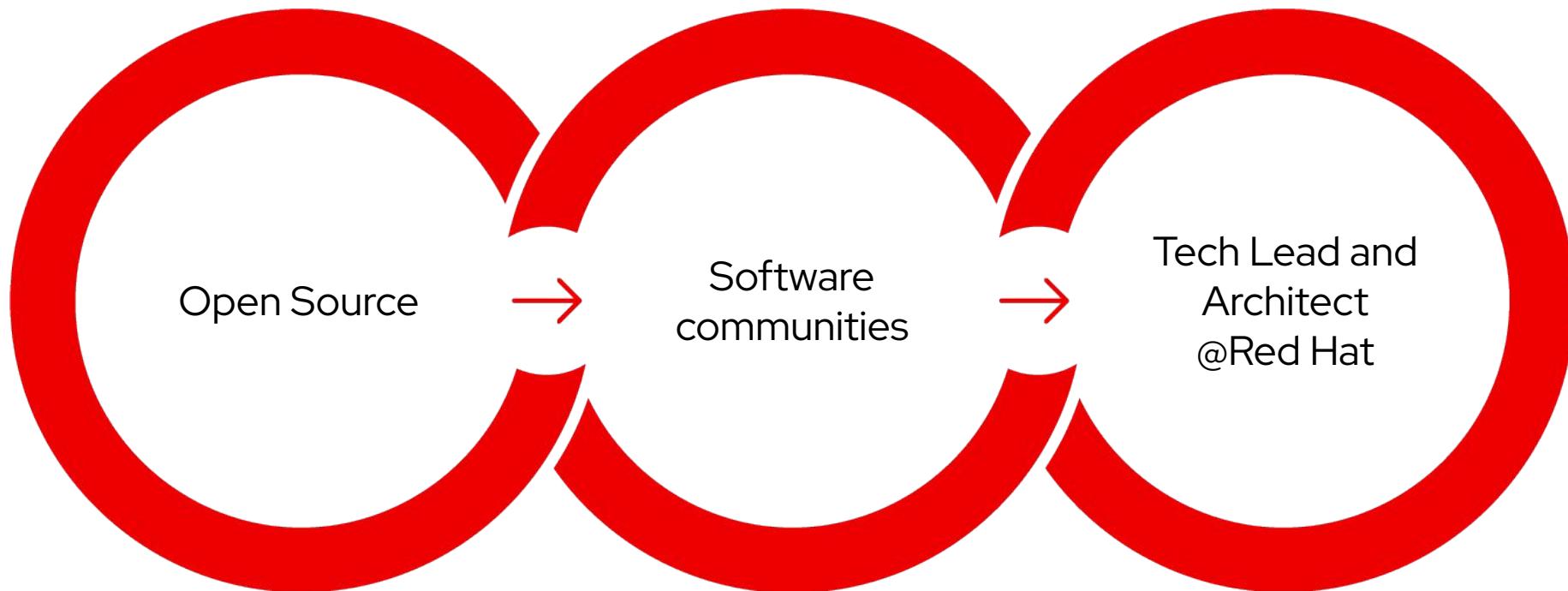


How community engagement can boost your Staff-Plus career

Eder Ignatowicz

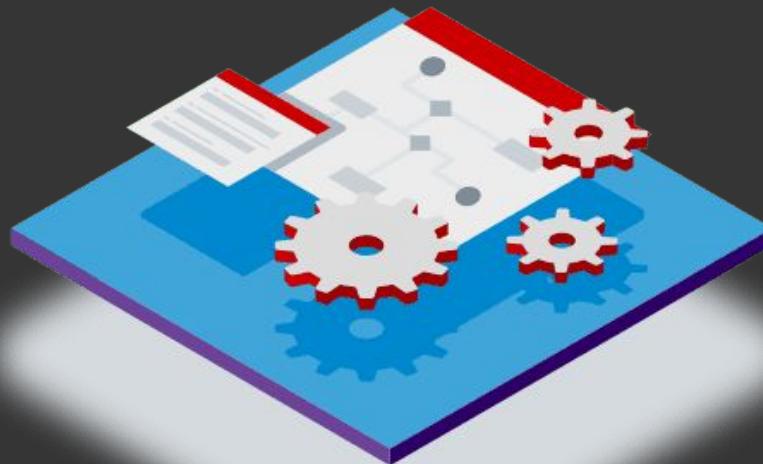
Principal Software Engineer and Architect

What I do for living?





Kogito



OptaPlanner 



QCon
by InfoQ

 **SOU Java**
sociedade de usuários java



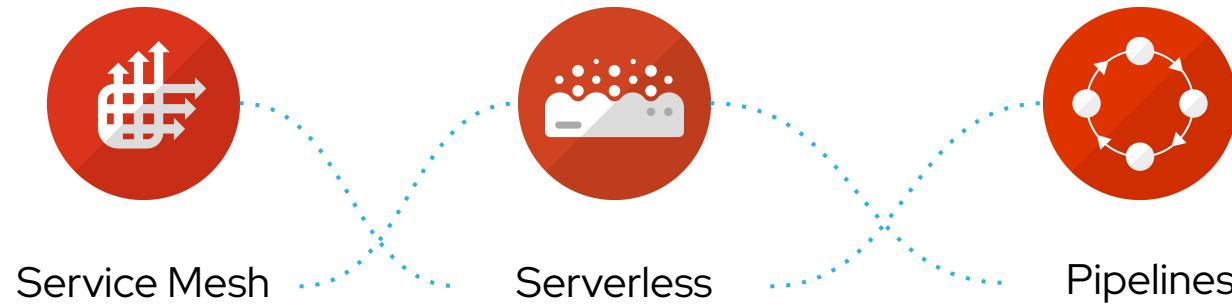
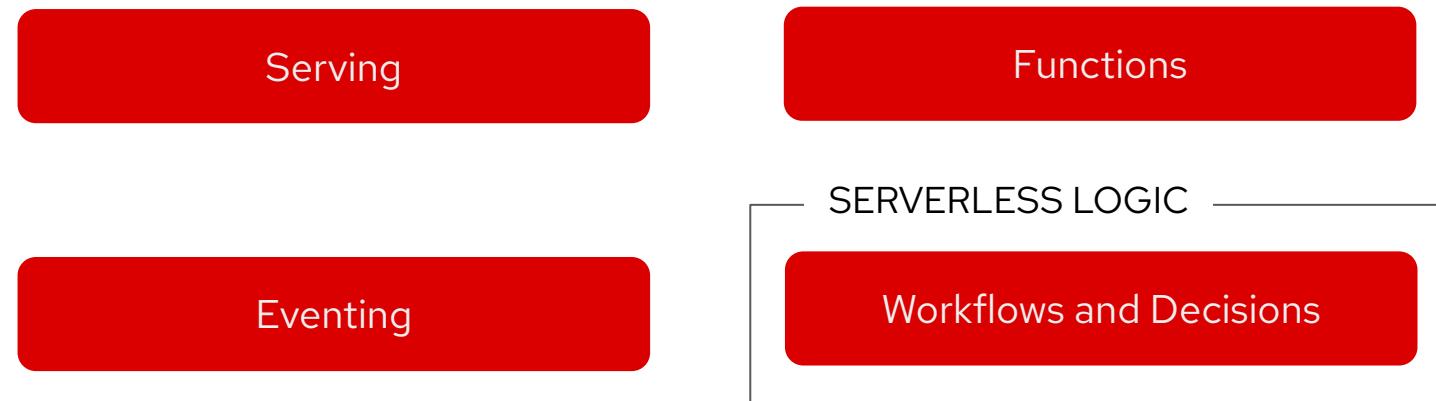
Java™
Champions

 Red Hat



Serverless Platform

the default deployment strategy for all workloads



Repository main edesign/swf-testing-folder.git

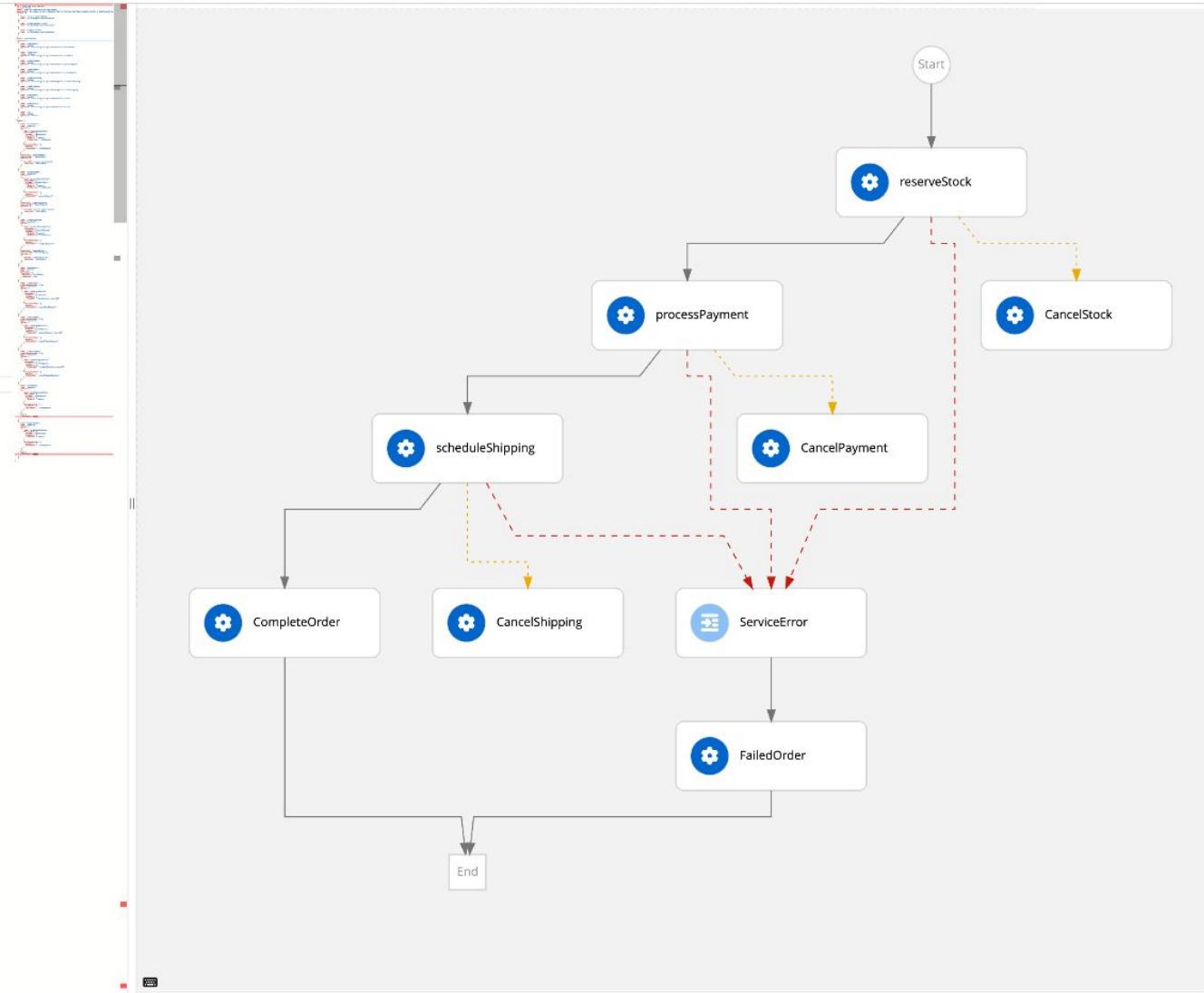
Open "edesign/swf-testing-folder.git"

Serverless Workflow order-saga-error-handling Saved

New file Try on OpenShift Sync Share

```

1  {
2    "id": "order_saga_error_workflow",
3    "version": "1.0",
4    "name": "Order Fulfilment Workflow Saga example",
5    "description": "An example of how to implement Saga for the Order Fulfilment example using Error Handling and Compensation",
6    "errors": [
7      {
8        "name": "reserve stock failed",
9        "code": "org.kie.kogito.ServiceException"
10      },
11      {
12        "name": "process payment failed",
13        "code": "org.kie.kogito.ServiceException"
14      },
15      {
16        "name": "shipping failed",
17        "code": "org.kie.kogito.ServiceException"
18      }
19    ],
20    "start": "reserveStock",
21    + Add function...
22    "functions": [
23      {
24        "name": "r",
25        "type": "c",
26        "operation": "Sandbox:/samplev6.sw.json#fahrenheit_to_celsius"
27      },
28      {
29        "name": "c",
30        "type": "c",
31        "operation": "Sandbox:/specs/query-service.yml#sendQueryNew"
32      },
33      {
34        "name": "p",
35        "type": "p",
36        "operation": "service:org.kie.kogito.PaymentService::processPayment"
37      },
38      {
39        "name": "cancelPayment",
40        "type": "custom",
41        "operation": "service:org.kie.kogito.PaymentService::cancelPayment"
42      },
43      {
44        "name": "scheduleShipping",
45        "type": "custom",
46        "operation": "service:org.kie.kogito.ShippingService::scheduleShipping"
47      },
48      {
49        "name": "cancelShipping",
50        "type": "custom",
51        "operation": "service:org.kie.kogito.ShippingService::cancelShipping"
52      },
53      {
54        "name": "orderSuccess",
55        "type": "custom",
56        "operation": "service:org.kie.kogito.OrderService::success"
57      },
58    ]
  
```

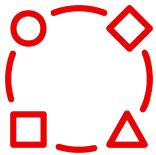


Staff engineer archetypes



The Team Lead

Guides the approach and execution of a particular team or group of teams within a focused area.



Architect

Responsible for the direction, quality and approach within a critical area, both today and stretching into the multi-year future horizon



Solver

Digs deep into arbitrarily complex problems and finds an appropriate path forward.



Right Hand

Partner and an extension of an executive-level manager, borrowing their scope and authority to operate particularly complex organizations.



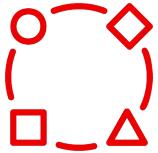
Source:
<https://lethain.com/staff-engineer-archetypes/>

Staff engineer archetypes



The Team Lead

Guides the approach and execution of a particular team or group of teams within a focused area.



Architect

Responsible for the direction, quality and approach within a critical area, both today and stretching into the multi-year future horizon



Solver

Digs deep into arbitrarily complex problems and finds an appropriate path forward.



Right Hand

Partner and an extension of an executive-level manager, borrowing their scope and authority to operate particularly complex organizations.



How did I end up as Staff+ ?







People get better at whatever
they spend time on.

Challenges of aspiring technologists outsiders of a Tech Scene



Lack of understanding of the career path

No clear path beyond senior.

Lack of complex challenges

Mostly CRUD work, tech skills are commodities.

Lack of role models and mentors

Lack of guidance in the right direction as we make career decisions

Lack of opportunities

Mostly of career grown opportunities requires be on Managers Path

What is beyond senior level?



The Maze to become Staff+ engineer



You should figure out your path by yourself

Frustrating and bias-ridden approach to career development

Mysticism of the role

What a Staff+ actually do?

Lack of role clear definition

Each company has a different view of the role

Lack of required skills

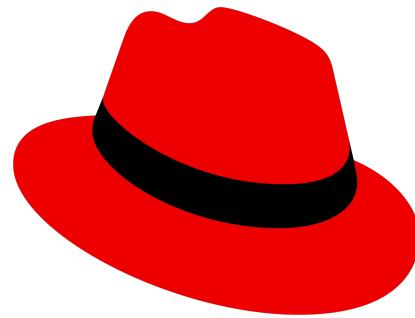
How to acquire skills to become a lead to successful technical leader?

How did I end up as a Staff+ ?



InfoQ

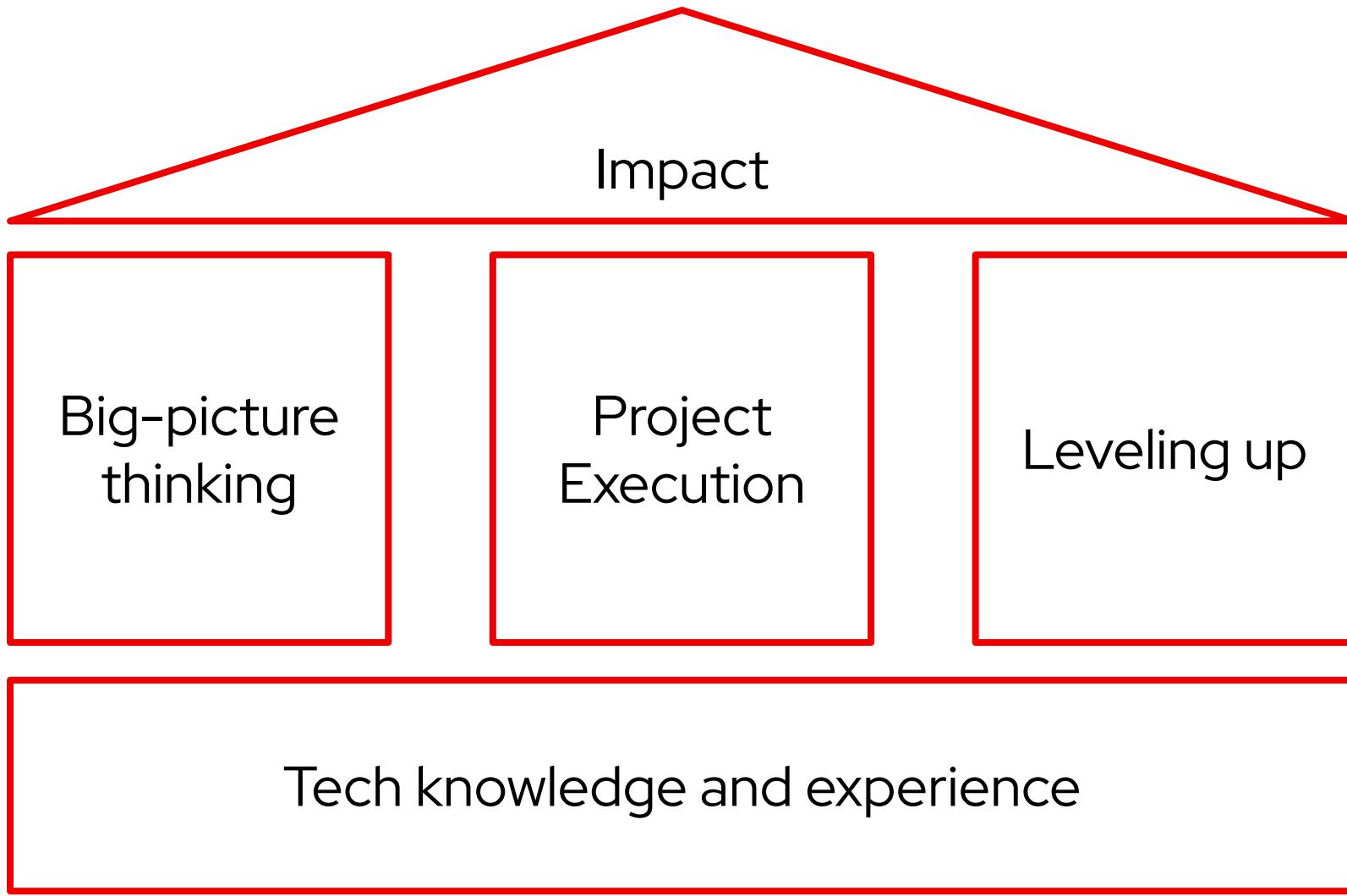
Software Communities



Open Source

QCon

Software Conferences

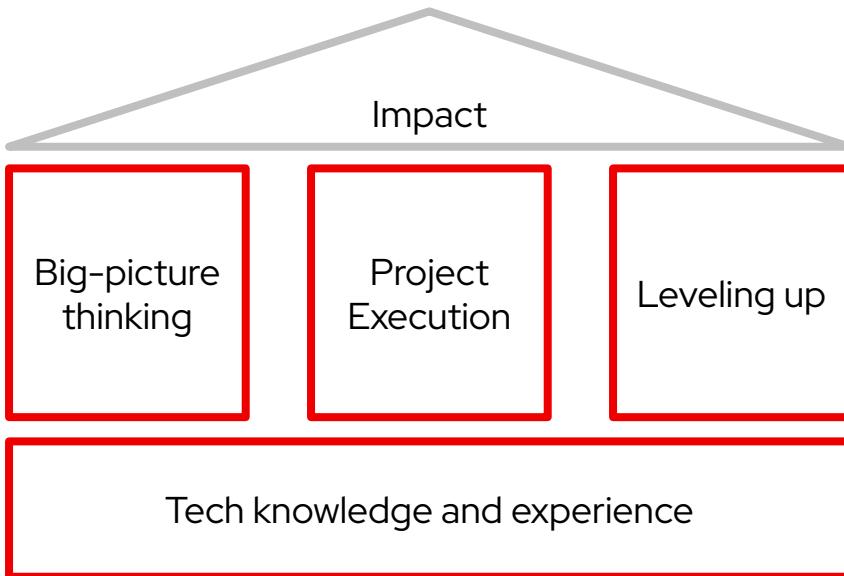


How does someone become a successful Staff-Plus Engineer?

How can you learn from the best engineers and access the latest technologies if your current job or situation doesn't give you this kind of opportunity?

Community engagement

Community engagement

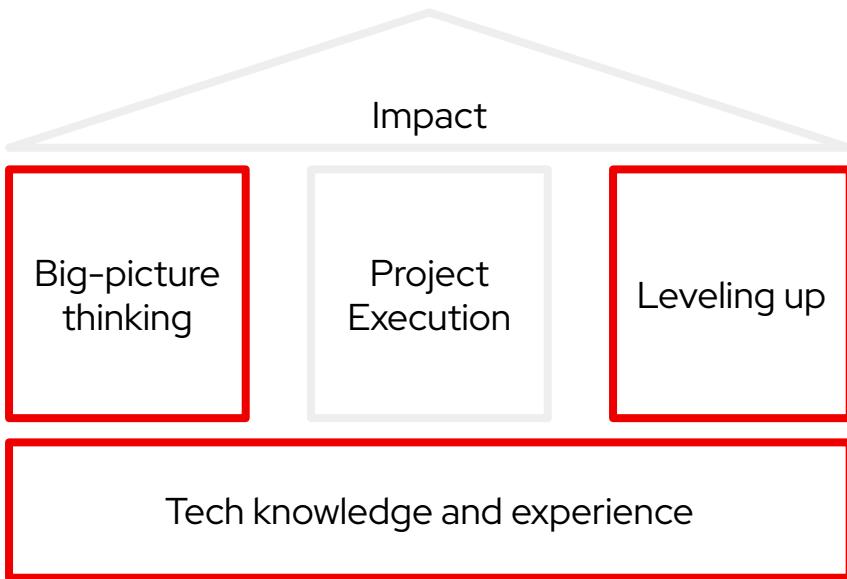


Healthy software communities should:

- ▶ Encourage sharing
- ▶ Provide motivation and encouragement on the long path towards a Staff-Plus career;
- ▶ Be an opportunity multiplier;

Community engagement:
Participating in conferences

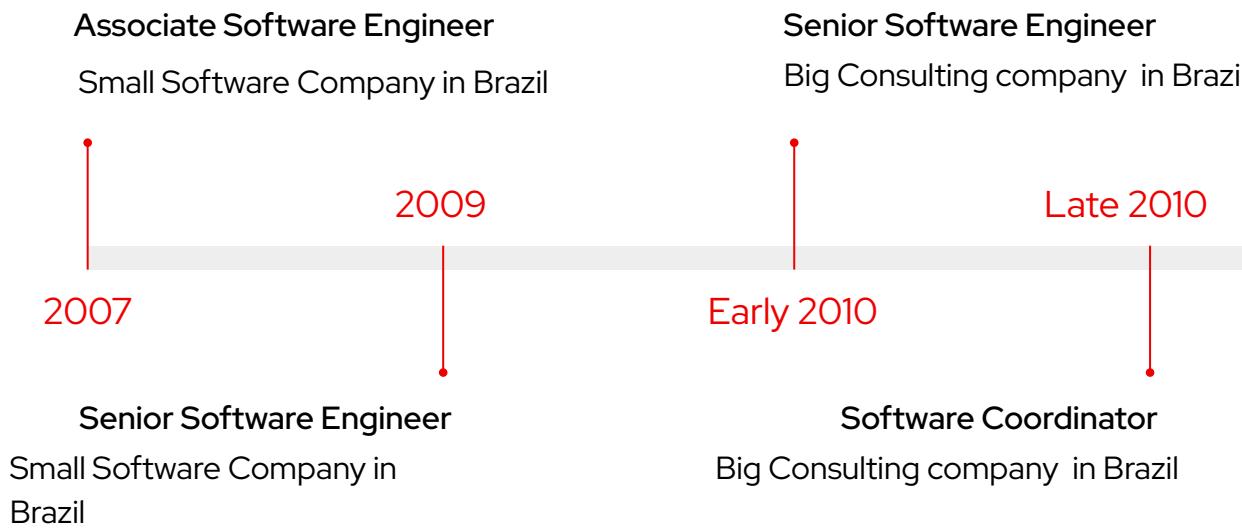
Participating in conferences



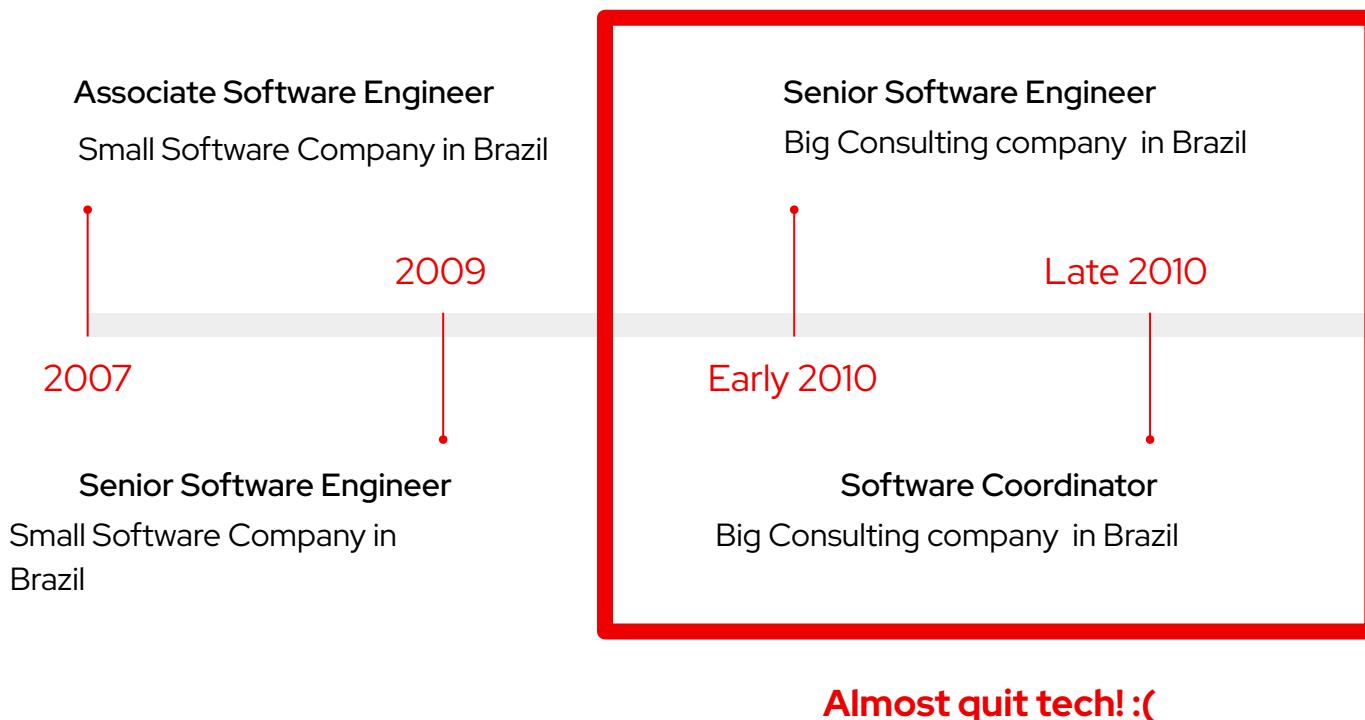
Learning and meeting the right people at the right time in the right place.

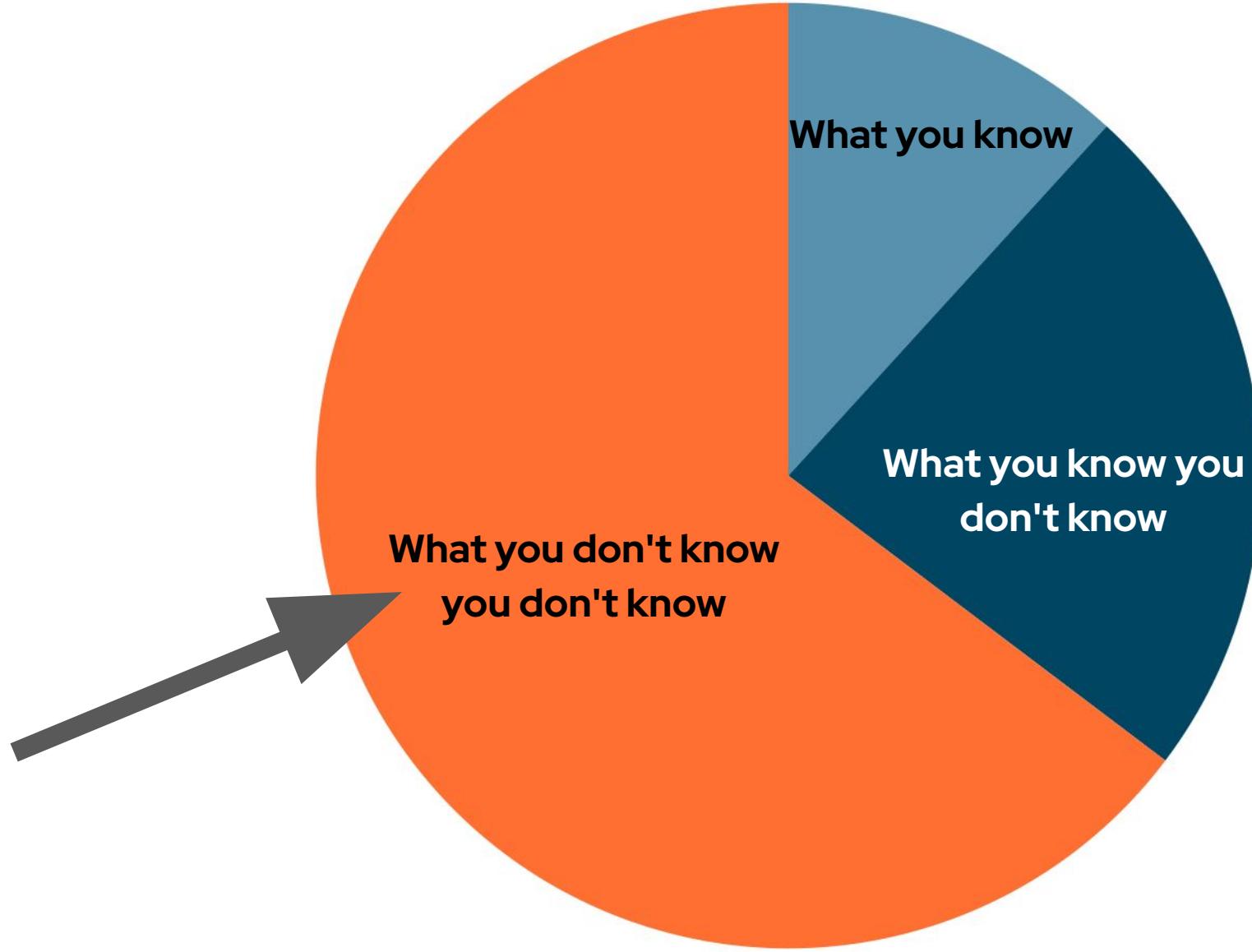
- ▶ Building a network of peers;
- ▶ Stay Ahead In The Game;
- ▶ Cultivate New Perspectives;
- ▶ Build the habit of investing in yourself

Participating in conferences - My timeline

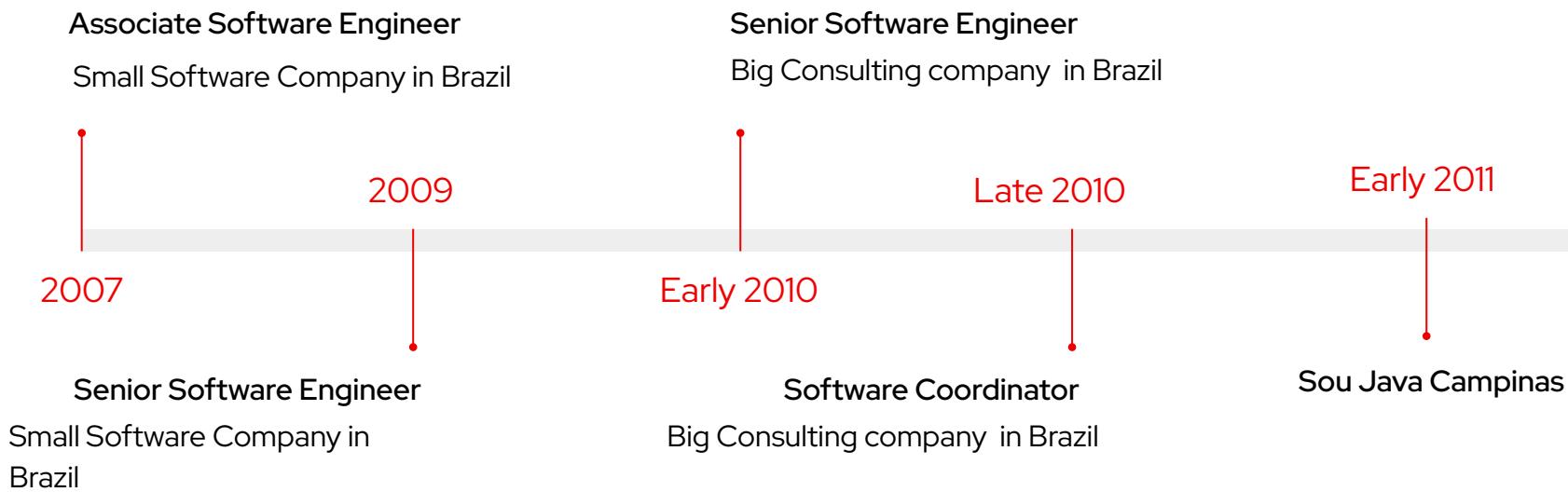


Participating in conferences - My personal view

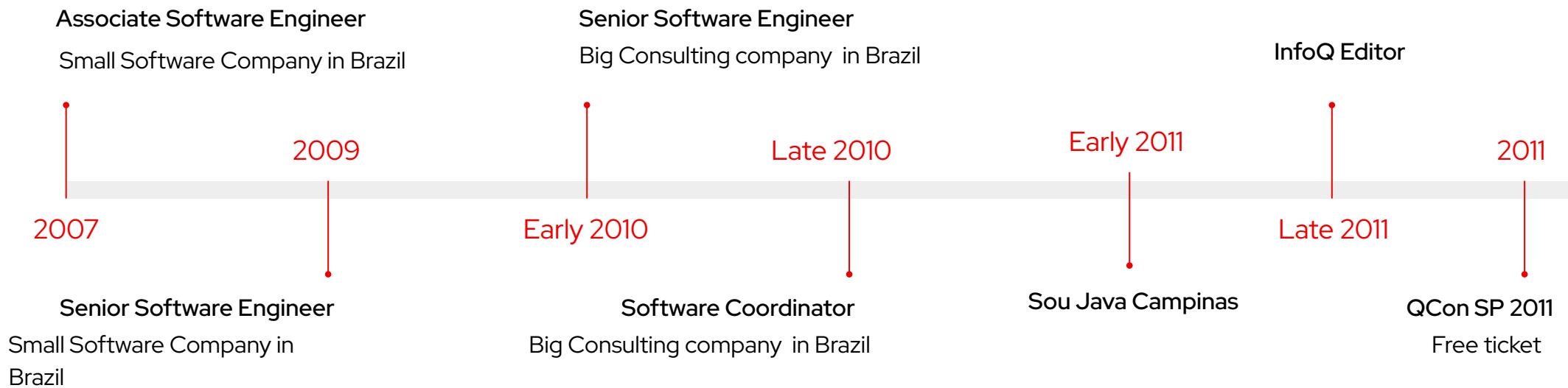




Participating in conferences - My timeline



Participating in conferences - My timeline



Understand the emerging software trends you should pay attention to

Learn from software leaders at early adopter companies on the trends and practices to inspire your decisions, workflows and roadmap.



I was here :-)

SÃO PAULO 2011
10 e 11 de setembro

QCon
SÃO PAULO

THE ANNUAL
INTERNACIONAL
SOFTWARE DEVELOPMENT
CONFERENCE

Caelum Ensino e Inovação **InfoQ** www.qcon.com.br

QCon São Paulo 2011

[Palestrantes](#)

[Workshops](#)

[Agenda](#)

Sábado 10/09

Domingo 11/09

[Eventos Sociais](#)

[Divulgue](#)

[Patrocinadores](#)

[Apoiadores](#)

[Tornar-se expositor](#)

Inscrições encerradas

[Local](#)

[Hotéis Sugeridos](#)

Organização



QCon São Paulo: 2 dias, mais de 40 palestras de alto nível

A Caelum traz pela segunda vez o principal evento de arquitetos e desenvolvedores do mundo.

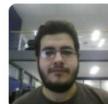
O QCon traz, dias 10 e 11 de setembro, ícones internacionais e nacionais de diversas áreas, com apresentações de alto nível técnico.

O QCon aborda não apenas uma única tecnologia ou aspecto: passa de Java, .NET, Rails, Arquitetura, Linguagens Funcionais, Mobile, Enterprise Agile Transformation, Práticas de Engenharia Ágil e outras. Conheça nossos [palestrantes](#) e a agenda para o [sábado](#) e [domingo](#).

Conheça nossos [patrocinadores](#) que tornaram possível mais um QCon SP!



Shay Frendt



Renato Lucindo



Fábio Akita



Paulo Silveira



Developer at Relevance

Arquiteto de Sistemas Backend

Evangelista Ruby e líder técnico na GoNow

Diretor da Caelum, criador do VRaptor

Receba notícias do QCon por email

seu email

[Cadastrar](#)

Tracks

Confira os 8 temas abordados no evento:

.NET e as arquiteturas modernas

A plataforma .NET já não é mais uma promessa: é uma realidade. Mais e mais aplicativos...

Práticas e engenharia ágil: XP e além

Um olhar sobre o renovado interesse na qualidade do código e nas boas práticas, principalmente no...

Frontier: nosql, linguagens funcionais e mobile

As barreiras de linguagem, armazenamento e disponibilização de serviços são quebradas. Nessa nova década, os serviços...

Falando em Java

Esta faixa vai mostrar as diversas maneiras que a plataforma Java está sendo usada independente da...

O browser como plataforma

O browser está se tornando a plataforma comum para vários tipos de aplicações e sistemas...

Ruby e Rails: quando e onde

A adoção de qualquer tecnologia deve ser feita pesando os benefícios e os custos da mesma...

Arquitetura: qualidades e trade-offs

Alguma vez já entrou em sites como eBay ou Amazon e pensou, ou pelo menos imaginou...

Agile no estado da arte

Depois de anos utilizando agile em algumas empresas ainda existem questões importantes que são difíceis de...



Participating in conferences -Takeaways for...

Aspiring Staff+

- ▶ Inspire growth;
- ▶ Find role models;
- ▶ Update with new trends
- ▶ **Become a reference at your company.**

Staff+

- ▶ Helps take a broader view of your field;
- ▶ Network with peers;
- ▶ Opens up new perspectives.

Participating in conferences - Suggested Action items

Aspiring Staff+

- ▶ Talk with 3 new people today;
- ▶ Connect with conference speakers;
- ▶ **Present conference summary at your company;**
- ▶ Find one new topic to learn in the following weeks;

Staff+

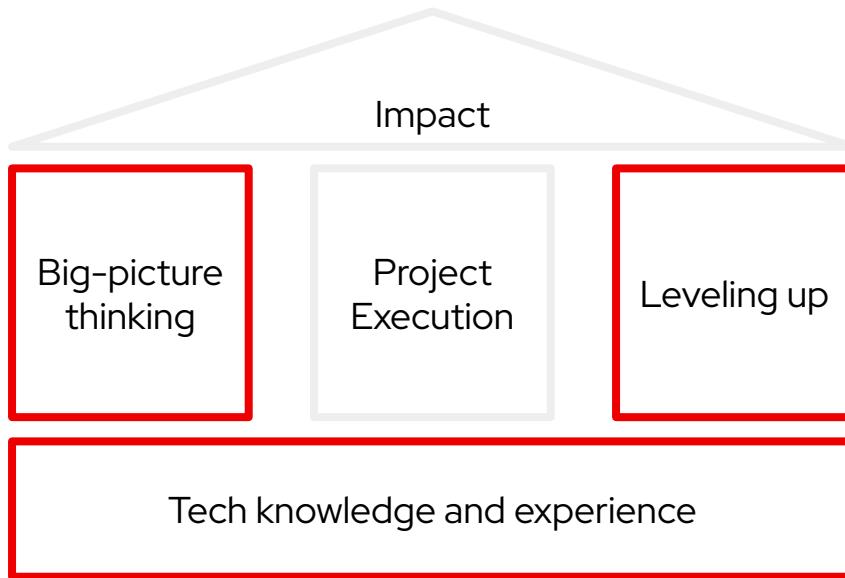
- ▶ Talk with 3 new people today;
- ▶ Connect with conference organizers;
- ▶ **Assess your project with the lessons learned at the conference;**
- ▶ Watch a full track of a different field
- ▶ Introduce a Jr. person to conference circuit

Community Engagement

Participating
in
conferences

Community engagement:
Speaking at Community Events

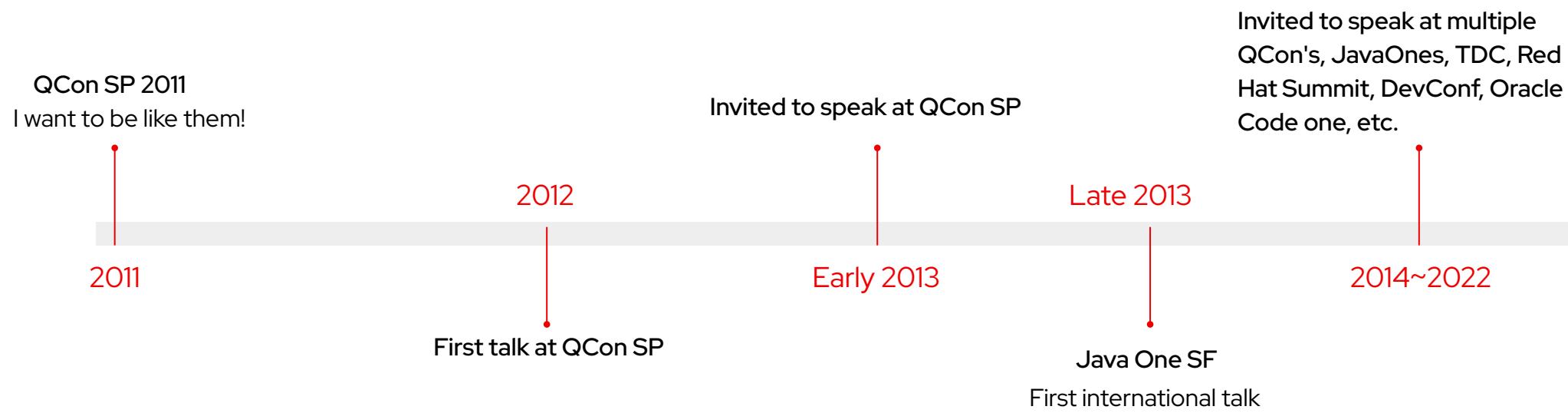
Speaking at Community Events



Speaking at tech events are rewarding for various reasons:

- ▶ Share and seek feedback;
- ▶ Develop public speaking skills;
- ▶ Building credibility;
- ▶ Network with other speakers;
- ▶ Travel the world for free.

Speaking at Community Events - My timeline



Speaking at Community Events - My timeline



Speaking at Community Events -Takeaways for...

Aspiring Staff+

- ▶ Local communities should be safe space to learn how to speak in public;
- ▶ **Build your personal brand;**
- ▶ Become a reference in your community;
- ▶ Networking in speaker circuit;

Staff+

- ▶ Good for the industry;
- ▶ Sharpening the Axe;
- ▶ **Promote your team work;**
- ▶ Network with peers;

Speaking at Community Events - Suggested Action items

Aspiring Staff+

- ▶ "Learn in public" session
- ▶ Find your local user group of your framework/language and submit a session
- ▶ Learn how to write a good talk abstract

Staff+

- ▶ If possible, try to speak at least twice a year;
 - "Learn in public" session
 - Promote your team work to software community;
- ▶ Mentor/pair with someone from your team on a conference talk;

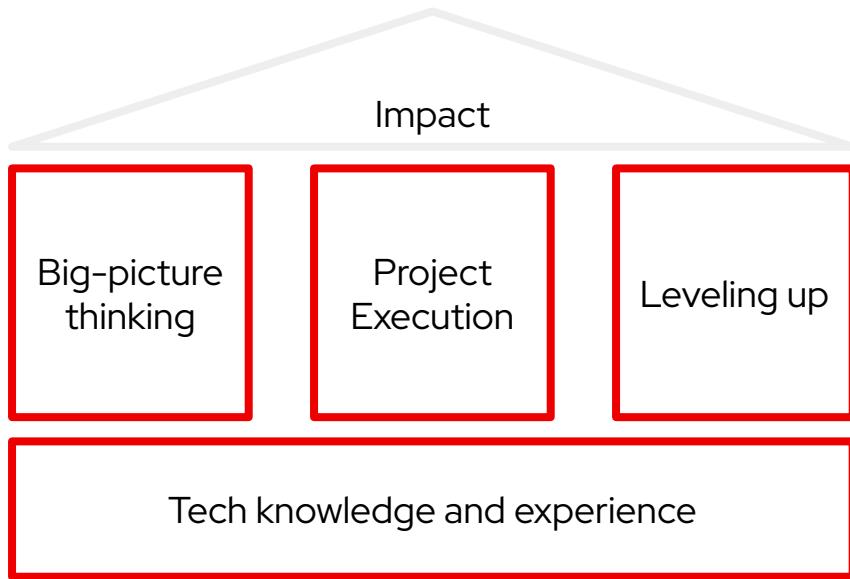
Community Engagement

Participating
in
conferences

Speaking at
community
events

Community engagement: Open Source

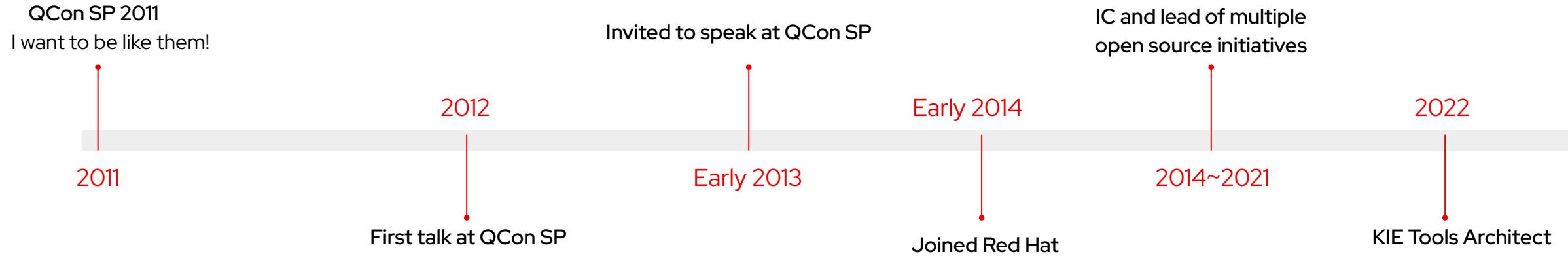
Open Source Engagement



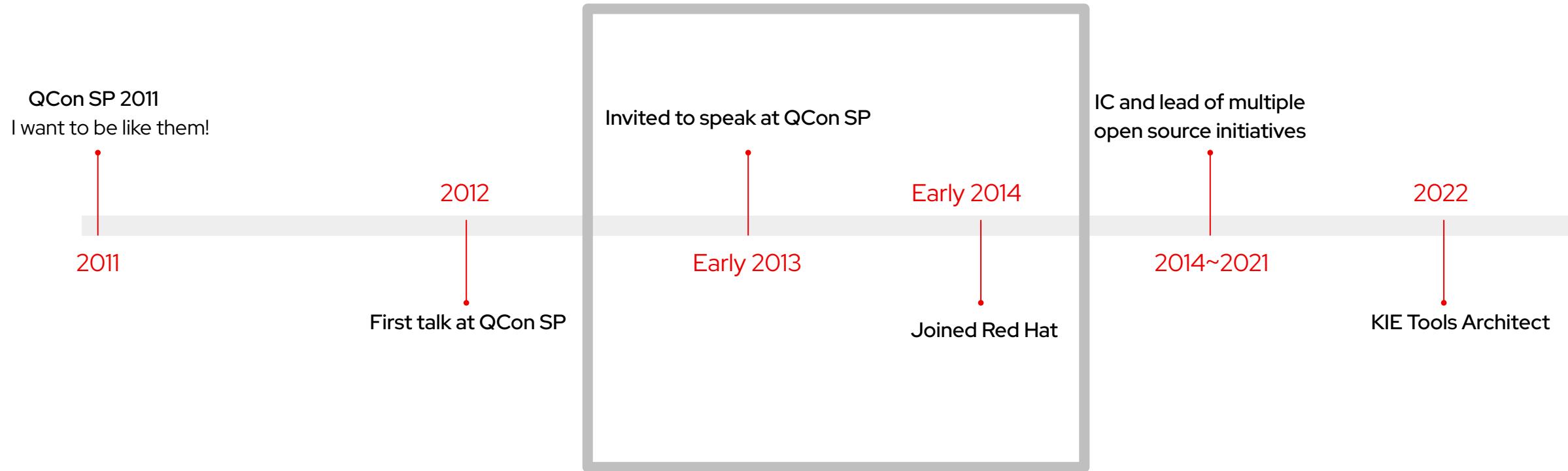
Contributing to and engaging with open source can help you sharpen Staff+ skills

- ▶ Communication, especially writing;
- ▶ Learn to work remotely and async with different cultures;
- ▶ Increase a lot your visibility, becoming eventually a reference on a field.

Open Source Engagement - My timeline



Open Source Engagement - My timeline



Open Source Engagement - Takeaways for...

Aspiring Staff+

- ▶ Learn a lot from a diverse group of people;
- ▶ Build your personal brand;
- ▶ Become a reference in your community;
- ▶ **Learn to lead without authority**

Staff+

- ▶ Good for the industry;
- ▶ Become a reference in the field;
- ▶ **Practice lead without authority**

Open Source Engagement - Suggested Action items

Aspiring Staff+

- ▶ Find a open source community project that your current project consumes;
- ▶ Do your first contribution to this project;

Staff+

- ▶ If possible, become a core contributor of a open source community project that your current initiative consumes;
- ▶ Mentor/pair with someone from your team on their first contribution on open source

How to Accelerate Your Staff+ Career through Open Source Engagement



Contributing and engaging to open-source can help you sharpen critical Staff+ skills like writing communication, while helping increase your visibility and the odds of landing in such a position.

Authored this · 09 JUN, 2022 07:00

Community Engagement

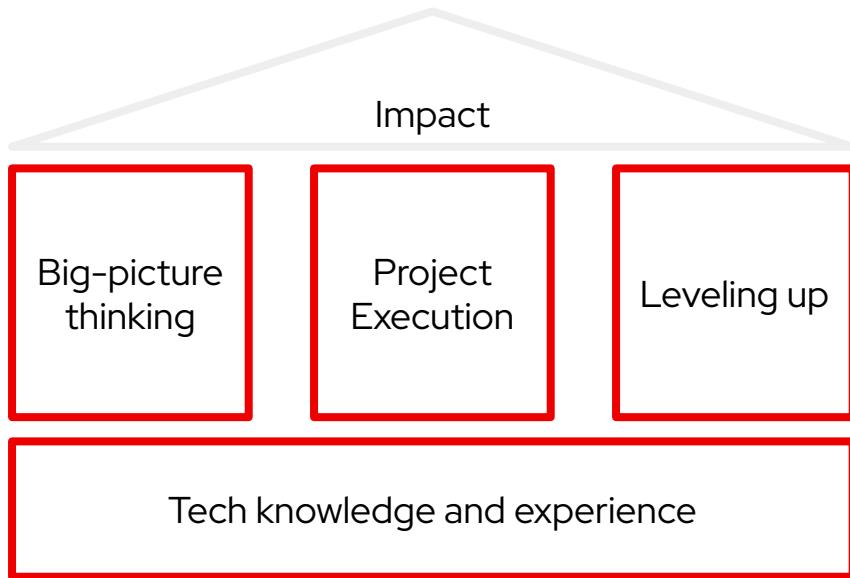
Participating
in
conferences

Speaking at
community
events

Open
Source

Community engagement:
**Organizing Events and
Communities**

Organizing Events



Organizing events can have a big impact on your Staff+ career

- ▶ Teach you how to curate technical content
- ▶ Be deliberate analyzing the state of the art in the industry
- ▶ Build a network of peers
- ▶ Give back to our community

Organizing Events - My timeline



Featured Speakers

Discover our confirmed speakers.

102%

We have confirmed 125 out of 122 speakers so far.

**Alexandra Sunderland**

Senior Engineering Manager @fellowapp

**Zhe Zhang**

Head of Open Source Engineering @anyscalecompute, Previously Hadoop/Spark infra Team Manager @LinkedIn

**Aditi Gupta**

Staff Security Software Engineer @Netflix

**Kunal Shah**

ML Platform Engineering Manager @DoorDash, Previously ML Platforms & Data Engineering frameworks @airbnb & @YouTube

**Christina Yakomin**

Senior Site Reliability Engineering Specialist @Vanguard_Group

**Jesse McGinnis**

Senior Development Manager @Shopify and Author of Embracing Uncertainty

**Mark Saroufim**

Applied AI Engineer @Meta

**Denise Yu**

Engineering Manager and Rubyist, Previously Engineering Manager @GitHub

**Jearvon Dharrie**

Senior Principal Engineer @NBCUniversal

**Tapabrata Pal**

Vice President of Architecture @Fidelity

**Joe Hellerstein**

CS Professor @UCBerkeley, ACM Fellow, Forbes list of "50 smartest people in technology"

**Lisa Gelobter**

CEO and Founder @tEquitable, previously Chief Digital Service Officer @Ed.gov, Chief Digital Officer @BET.com

**Kent Beck**

Original Signer of the Agile Manifesto, Author of the Extreme Programming Book Series, Rediscoverer of Test-Driven Development

**Astrid Atkinson**

CEO & co-founder @CamusEnergy, previously early leader in SRE @Google

**Adrian Cockcroft**

Former VP Amazon Sustainability Architecture @Amazon, previously @Netflix, founding member of eBay Research Labs, distinguished engineer @Sun Microsystems

**Eder Ignatowicz**

Principal Software Engineer and Architect @RedHat, previously Chair @ConSaoPaulo

Organizing Communities and Events - Takeaways for...

Aspiring Staff+

- ▶ **Teach you how to curate technical content**
- ▶ Become a reference in our community
- ▶ Build a network of peers
- ▶ Give back to our community

Staff+

- ▶ Become a role model for your team
- ▶ Build a network of peers
- ▶ **Impact on industry level**

Organizing Communities and Events - Suggested Action items

Aspiring Staff+

- ▶ **Offer help to leaders of your community;**
- ▶ Organize study group in your company;
- ▶ Write 1+ article to InfoQ;

Staff+

- ▶ **Organize a study group in your company;**
- ▶ Talk with conferences organizers and ask how you can help;
- ▶ Pair with some Aspiring Staff+ to organize a small conference/tech meetup;

Community Engagement

Participating
in
conferences

Speaking at
community
events

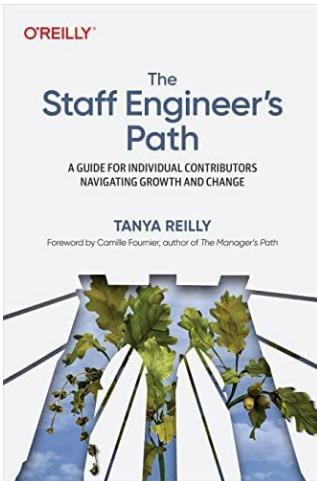
Open
Source

Organizing
Events and
Communities

Community engagement:
Safe space and path to grow and
keep growing as Staff+



We are evolving as community



Books

The Staff Engineer's Path

Staff Engineer: Leadership beyond the
management track

Talking with Tech Leads

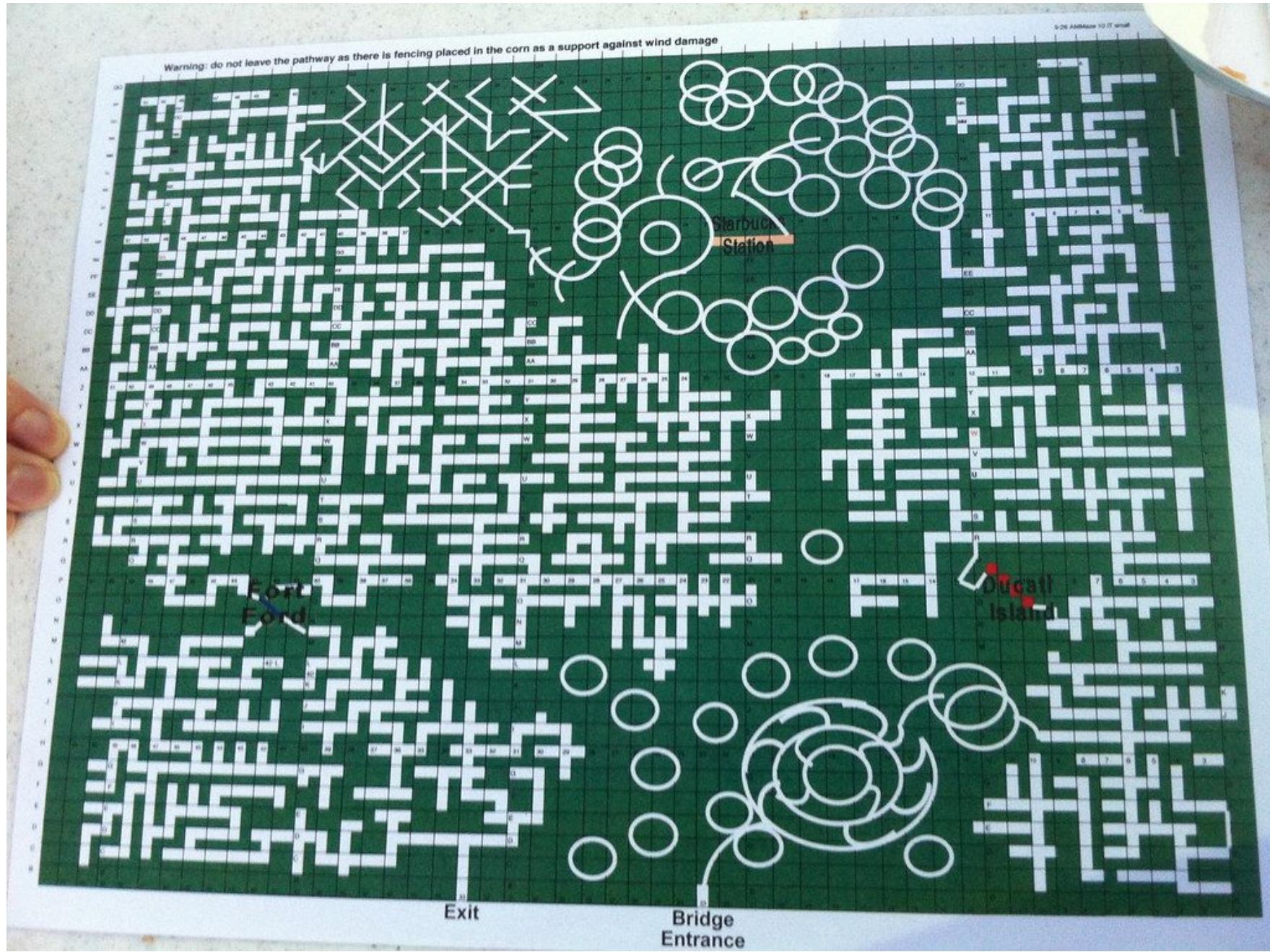


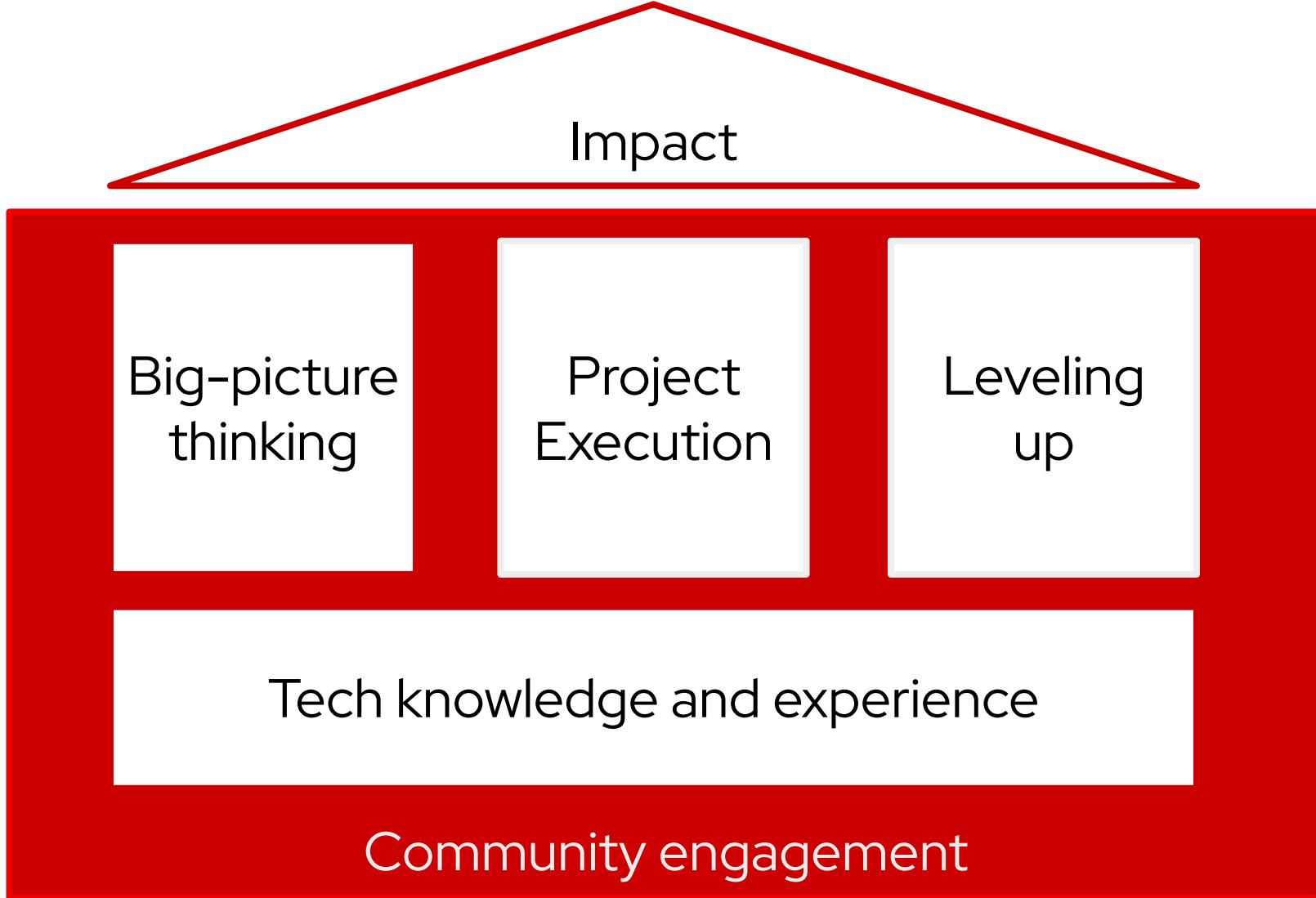
Conferences

QCons, Lead dev etc.



Communities





Community Engagement

Participating
in conferences

Speaking at
community
events

Open Source

Organizing
Events and
Communities

Staff+ Impact

Thank you!



[linkedin.com/in/ederign](https://www.linkedin.com/in/ederign)



twitter.com/ederign