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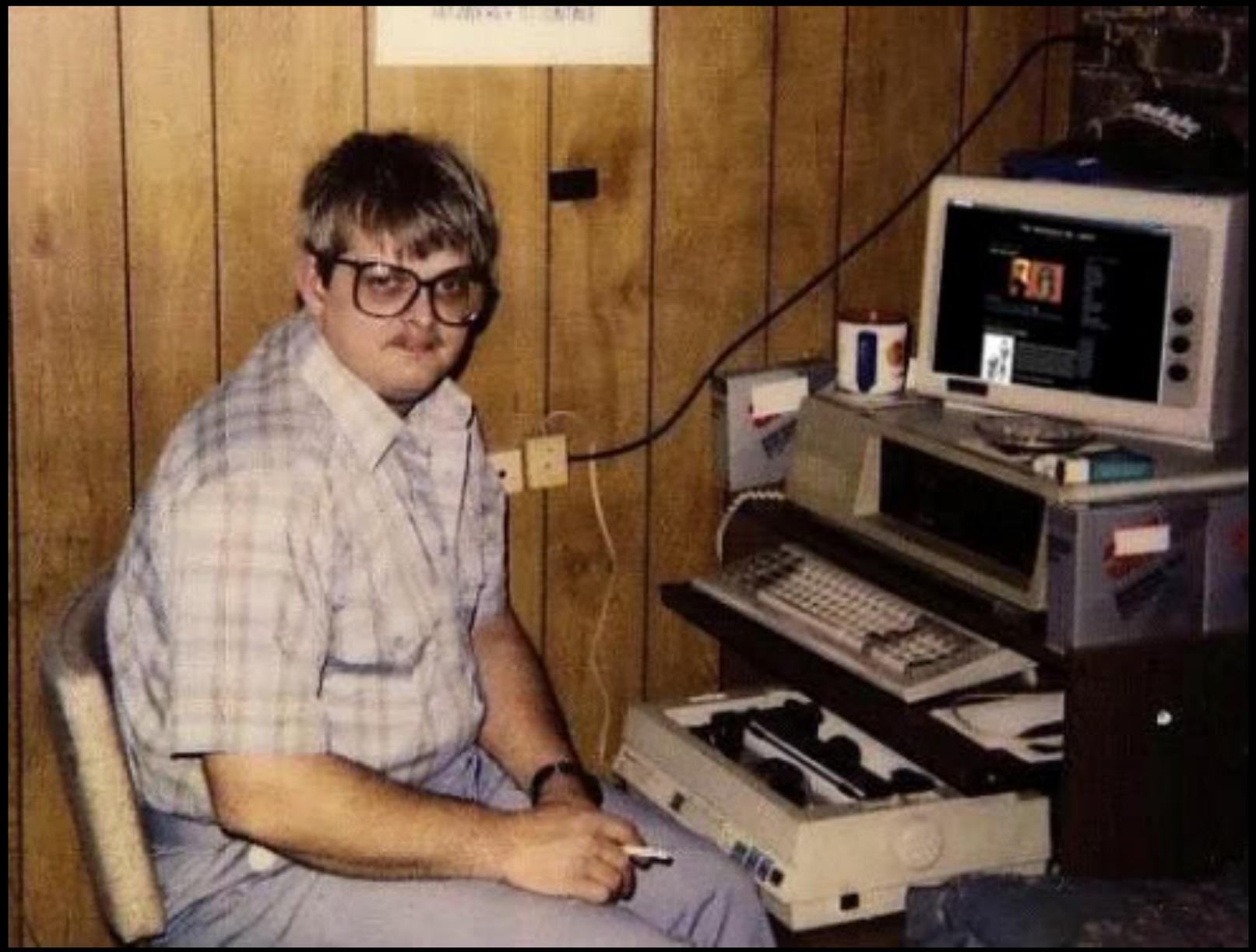
DataXu Data. Insight. Action.®

CLICK

2 Questions



First:

What is a developer?

Second:

What does the answer to that question mean for us?

The IRON YARD

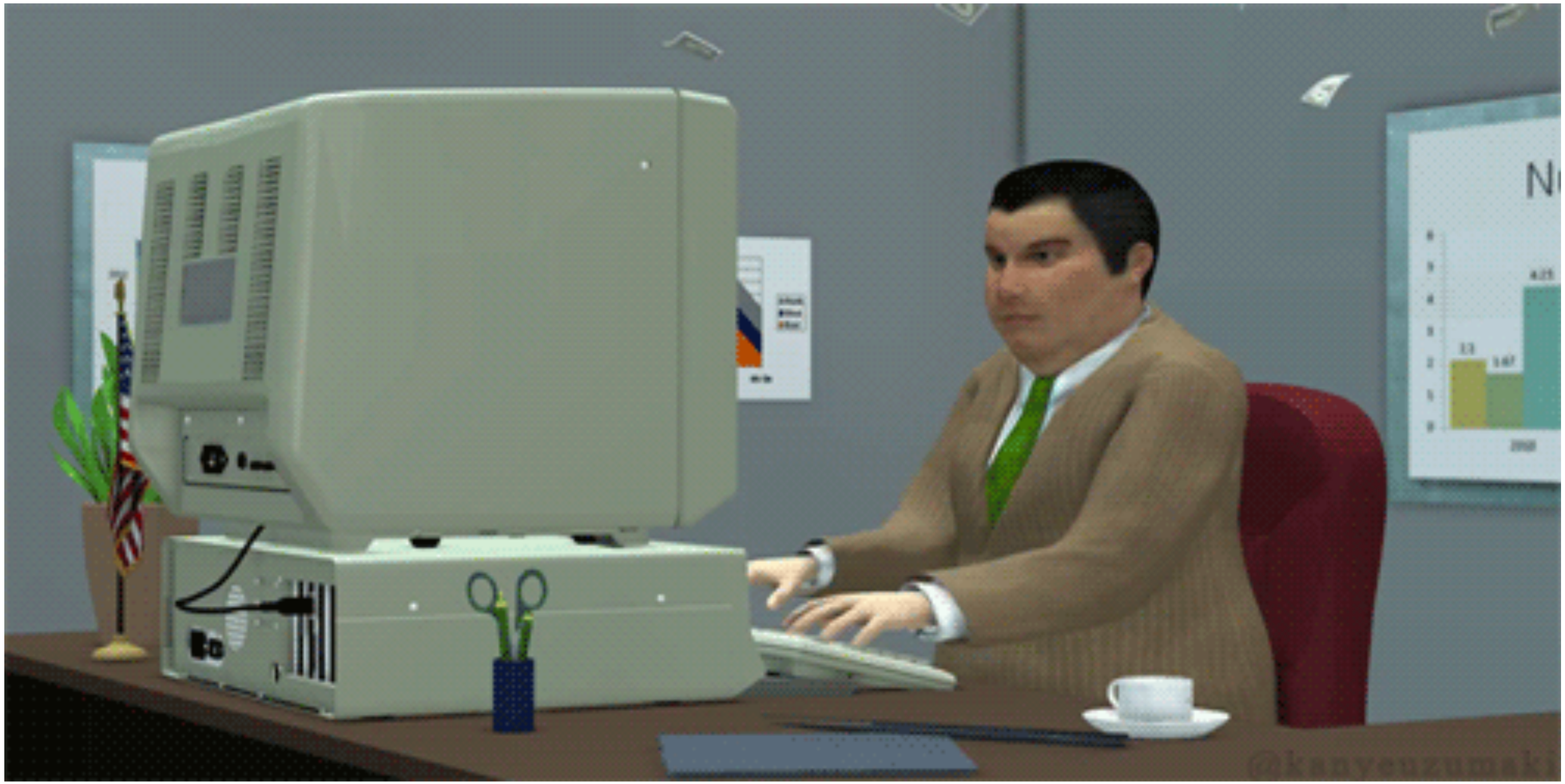
friends[0]
GILDAN

What we've learned training
tomorrow's developers
and
placing them in jobs

2 Questions

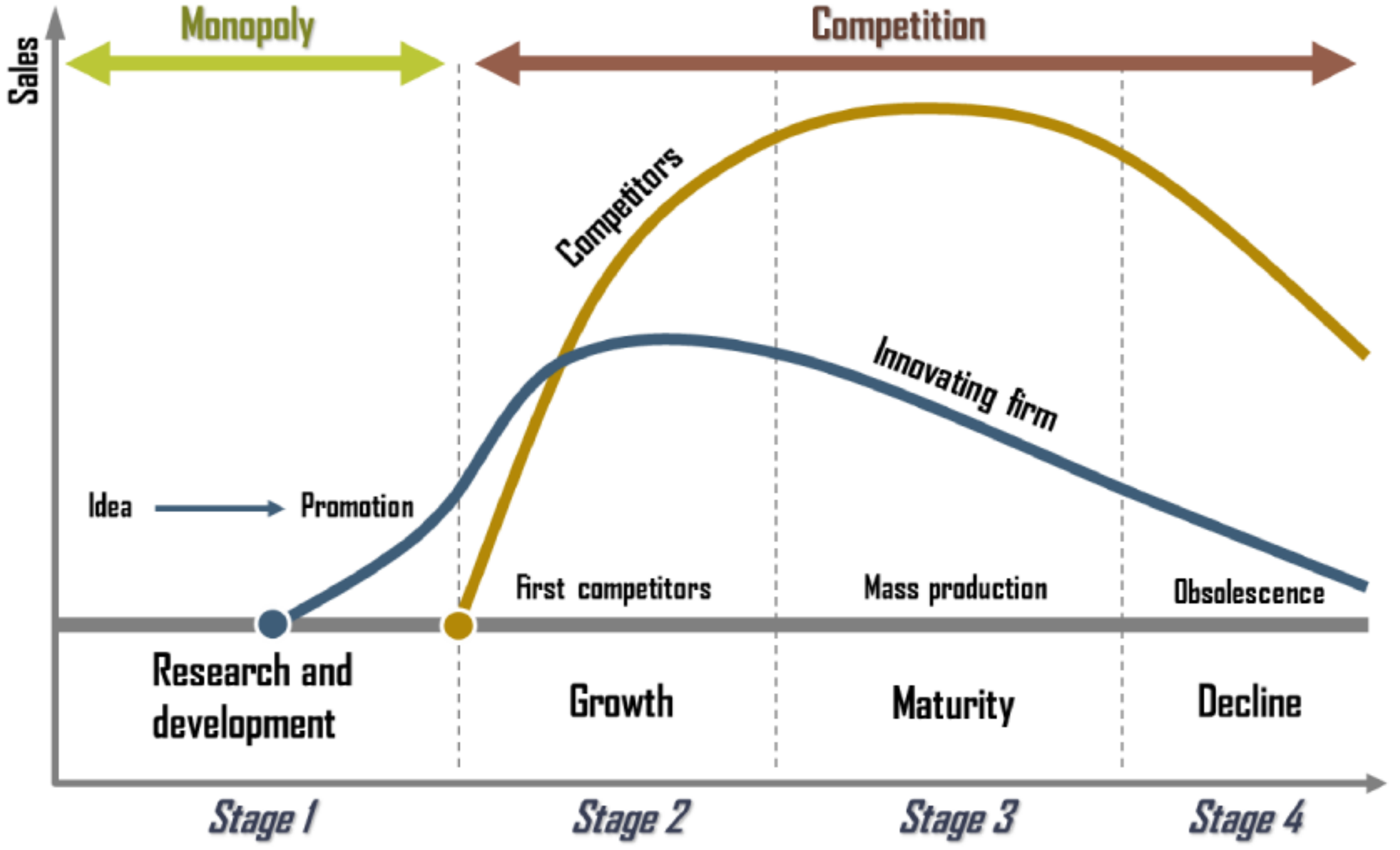
First:

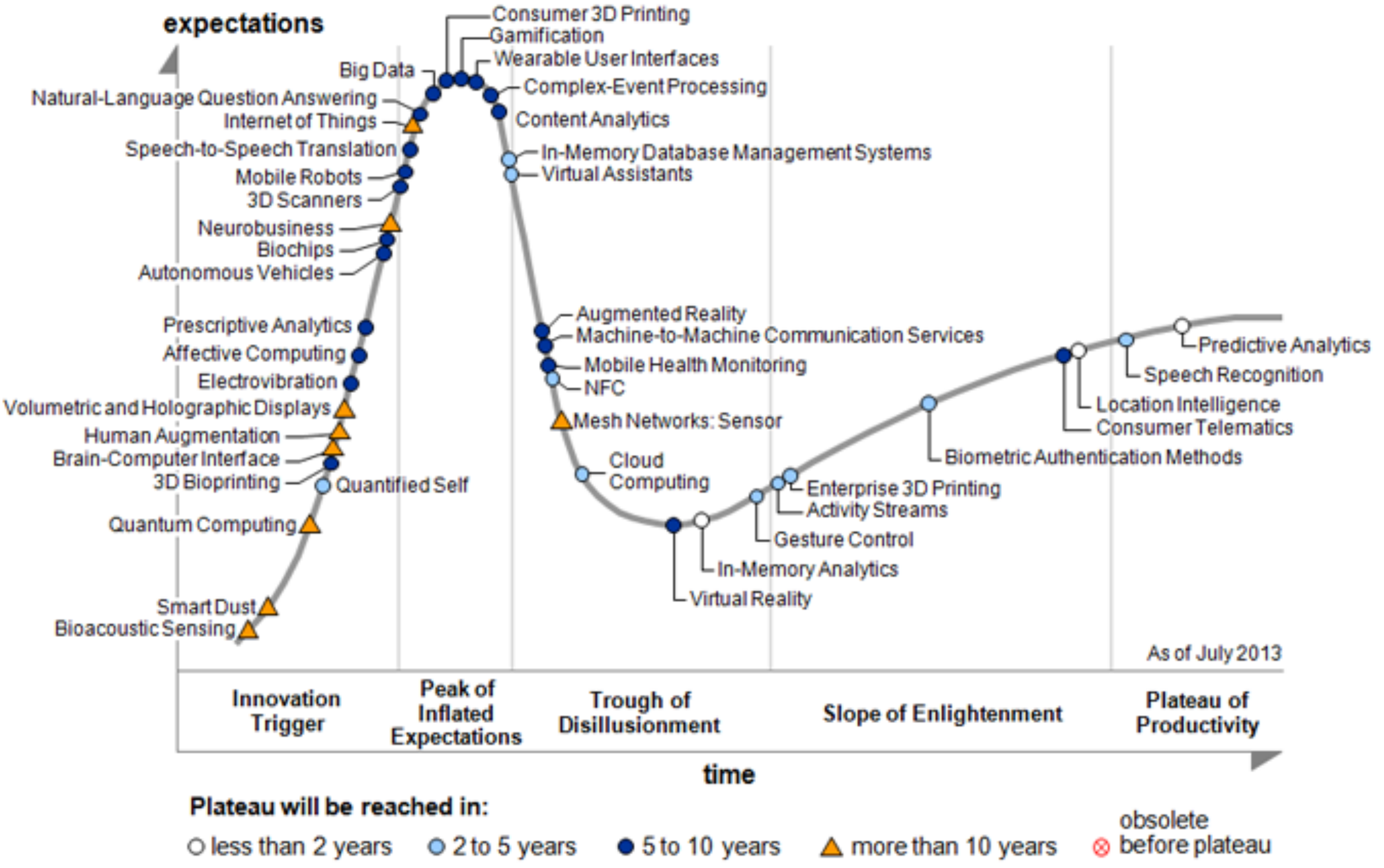
What is a developer?


@kanyenzumaki

~~Hard Skills and Qualifications~~

Curiosity + Problem Solving


Sales
Monopoly
Competition
Competitors
Innovating firm
Idea
Promotion
First competitors
Mass production
Obsolescence
Research and development
Growth
Maturity
Decline
Stage 1
Stage 2
Stage 3
Stage 4


expectations
Consumer 3D Printing
Gamification
Wearable User Interfaces
Big Data
Complex-Event Processing
Natural-Language Question Answering
Internet of Things
Content Analytics
Speech-to-Speech Translation
In-Memory Database Management Systems
Virtual Assistants
Mobile Robots
3D Scanners
Neurobusiness
Biochips
Autonomous Vehicles
Augmented Reality
Machine-to-Machine Communication Services
Prescriptive Analytics
Affective Computing
Mobile Health Monitoring
Electrovibration
NFC
Volumetric and Holographic Displays
Mesh Networks: Sensor
Human Augmentation
Brain-Computer Interface
Cloud Computing
3D Bioprinting
Quantified Self
Quantum Computing
Smart Dust
Bioacoustic Sensing
Predictive Analytics
Speech Recognition
Location Intelligence
Consumer Telematics
Biometric Authentication Methods
Enterprise 3D Printing
Activity Streams
Gesture Control
In-Memory Analytics
Virtual Reality
As of July 2013
Innovation Trigger
Peak of Inflated Expectations
Trough of Disillusionment
Slope of Enlightenment
Plateau of Productivity
time
Plateau will be reached in:
less than 2 years
2 to 5 years
5 to 10 years
more than 10 years
obsolete before plateau

"Every software engineer has experienced a job interview in which he or she was forced to **act more like a dictionary than a human being**. There's a prevalent **misconception** that, in order to properly develop software, one must **know all the minute details** of any programming language listed in the job requirements. **It's a remnant of the days when developers received their knowledge from physical manuals**."

A · B · C · D · E · F · G · H · I · J · K · L · M · N · O · P · Q · R · S · T · U · V · W · X · Y · Z

Contents :See also

- Chronological
- Generational

A [edit]

- A# .NET
- A# (Axiom)
- A-0 System
- A+
- A++
- ABAP
- ABC
- ABC ALGOL
- ABLE
- ABSET
- ABSYS
- ACC
- Accent
- Ace DASL
- ACL2
- ACT-III
- Action!
- ActionScript
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- Adenine
- Agda
- Agilent VEE
- Agora
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- ALF
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- ALGOL 68
- ALGOL W
- Alice
- Alma-0
- AmbientTalk
- Amiga E
- AMOS
- AMPL
- APL
- App Inventor for Android's visual block langua
- AppleScript
- Arc
- ARexx
- Argus
- AspectJ
- Assembly language
- ATS
- Ateji PX
- AutoHotkey
- Autocoder
- AutoIt
- AutoLISP / Visual LISP
- Averest
- AWK
- Axum

B [edit]

- B
- Babbage
- Bash
- BASIC
- bc
- BCPL
- Batch (Windows/Dos)
- Bertrand
- BETA
- Bigwig
- Bistro
- BitC
- Blue
- Bon
- Boo
- Boomerang
- Bourne shell (including bash and ksh)
- BREW

...if you look at just about any Facebook job posting for an engineer, you'll see a B.A. or M.A. in computer science listed as a "requirement."

It isn't, according to Serkan Piantino, who leads Facebook's New York office.

"Part of our recruiting strategy is to be pretty agnostic to the **things that don't matter,**" Piantino told Quartz in an interview earlier this summer. "**Things like somebody's prior background, whether they went to a top [computer science] program or never graduated high school**, if they're a good fit for Facebook we just try to focus on that."

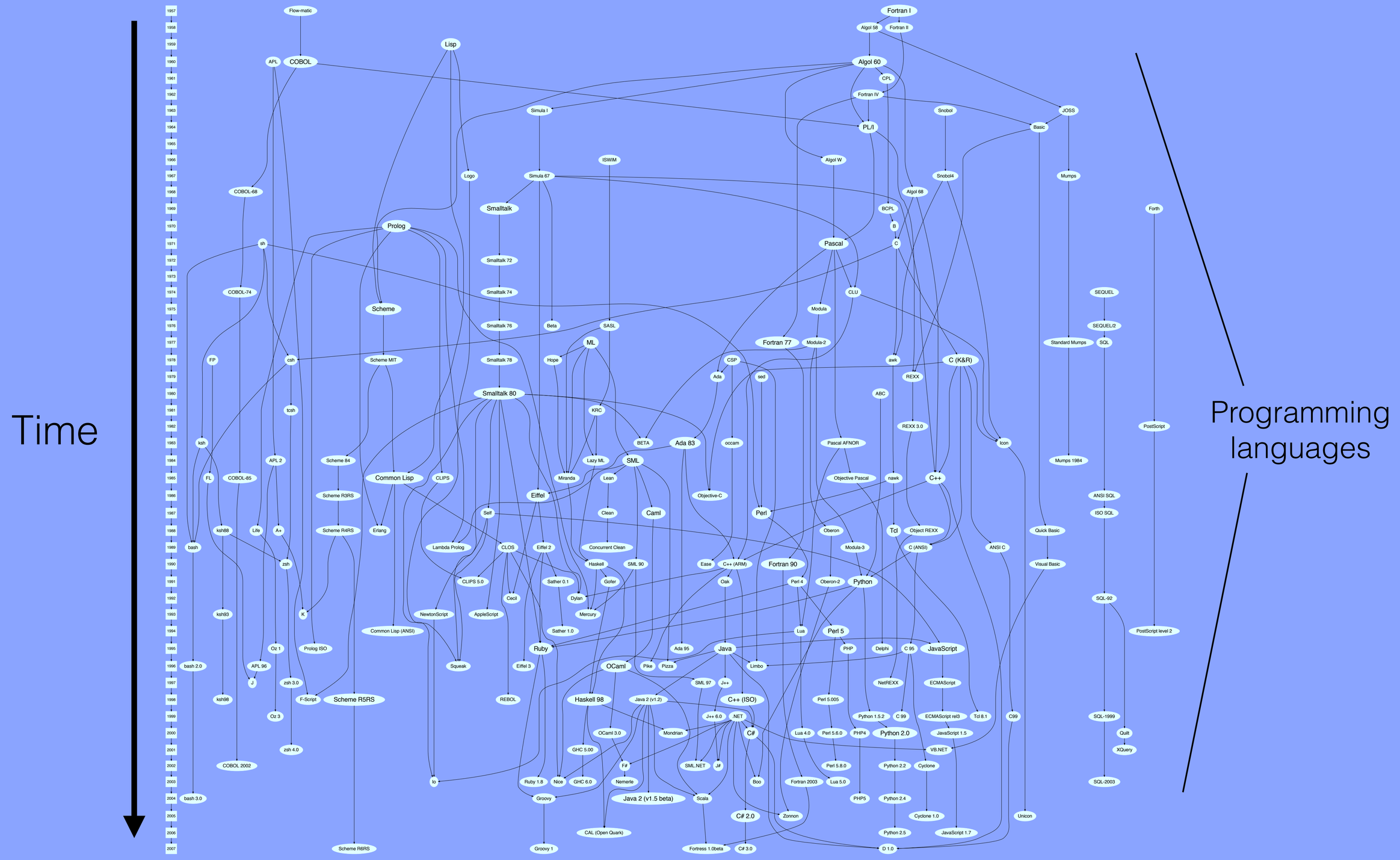
requirements
are less important than
a person's ability to solve problems
they'll face in the context of the company they're working for

"Job opportunities for web developers are expected to be good. **Those with knowledge of multiple programming languages and digital multimedia tools...will have the best opportunities.**"

—Bureau of Labor Statistics

tool-agnostic
problem solving

WHY?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Cyclone 1.0
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Scheme R6RS
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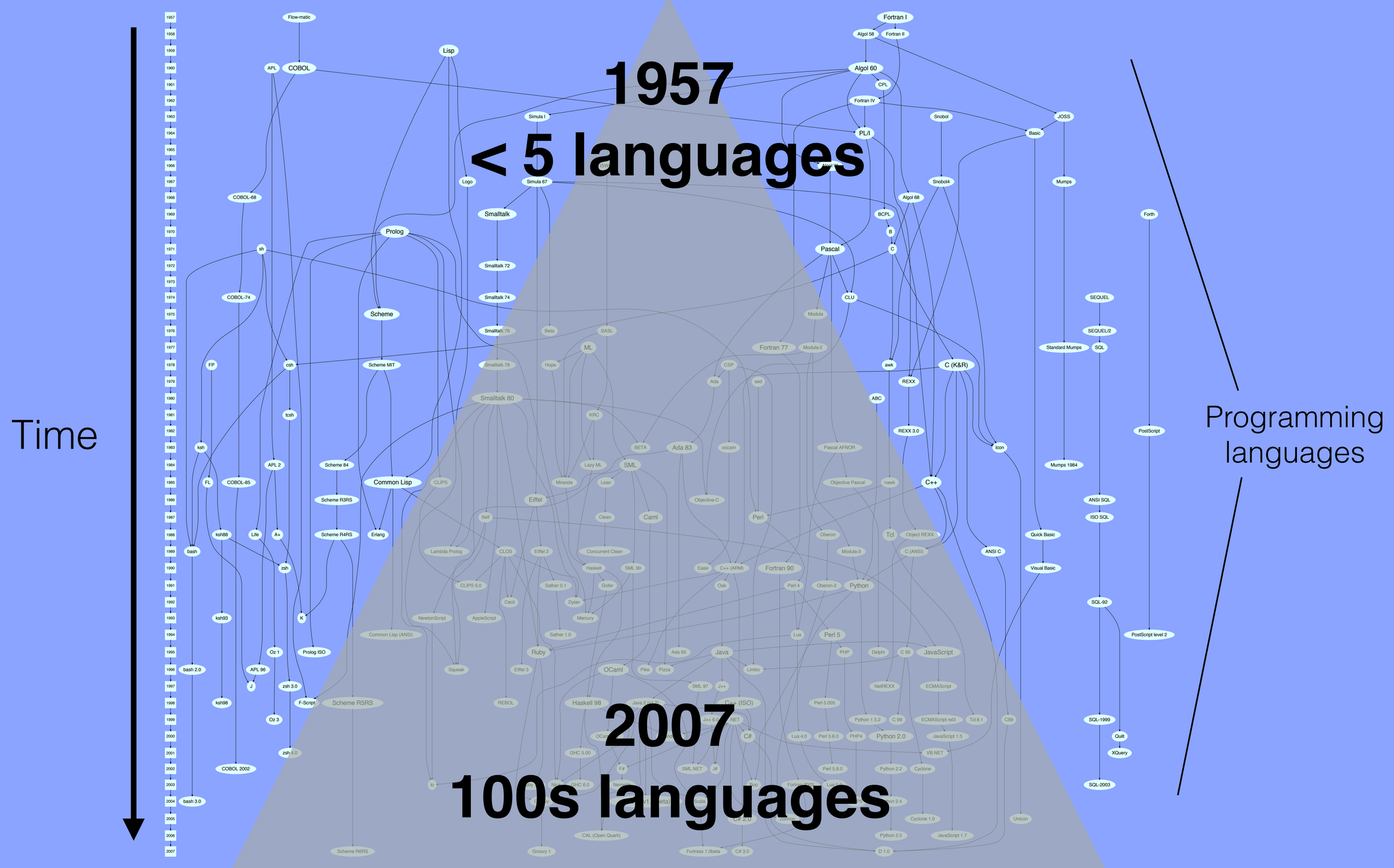
1957
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Programming languages
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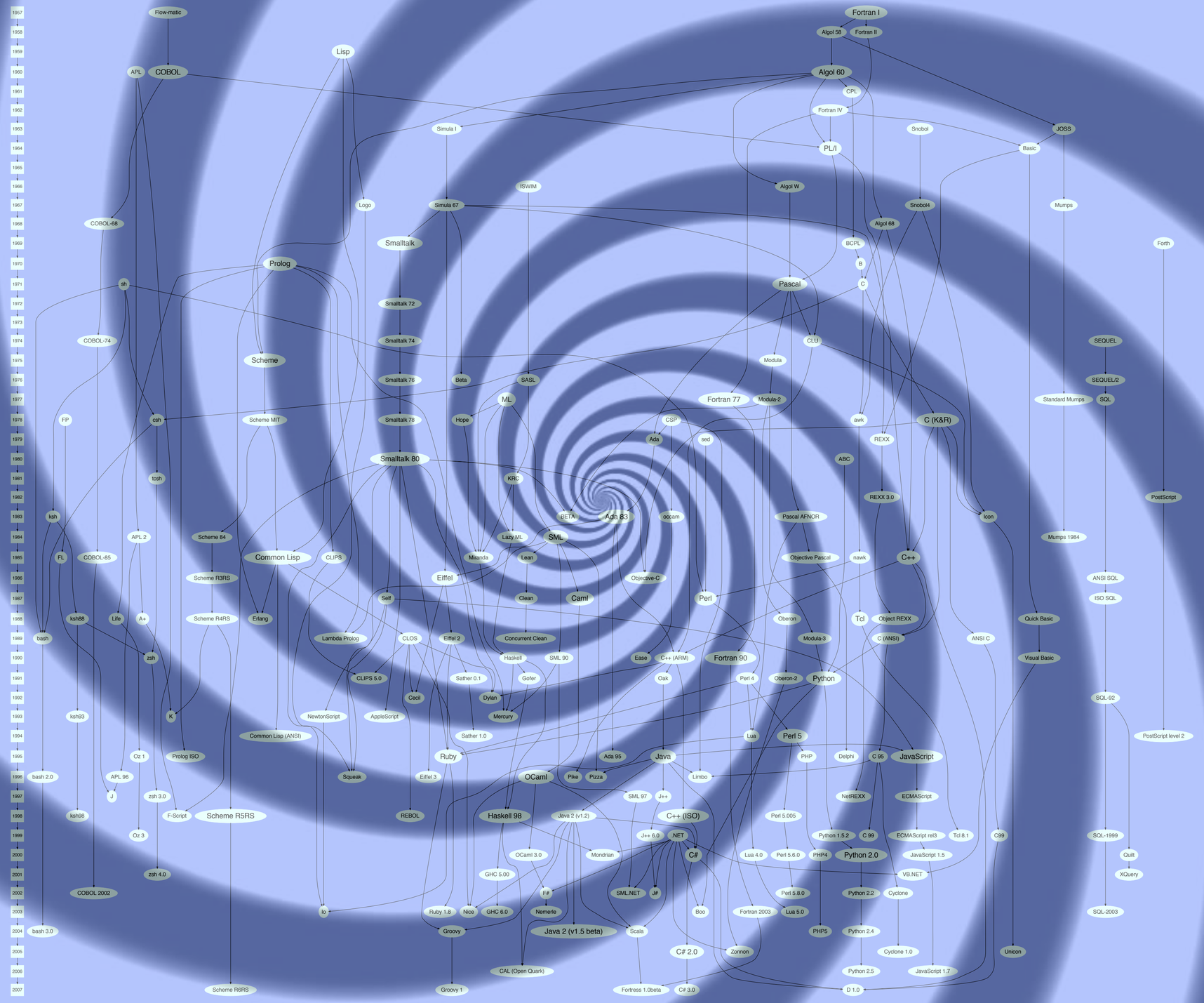
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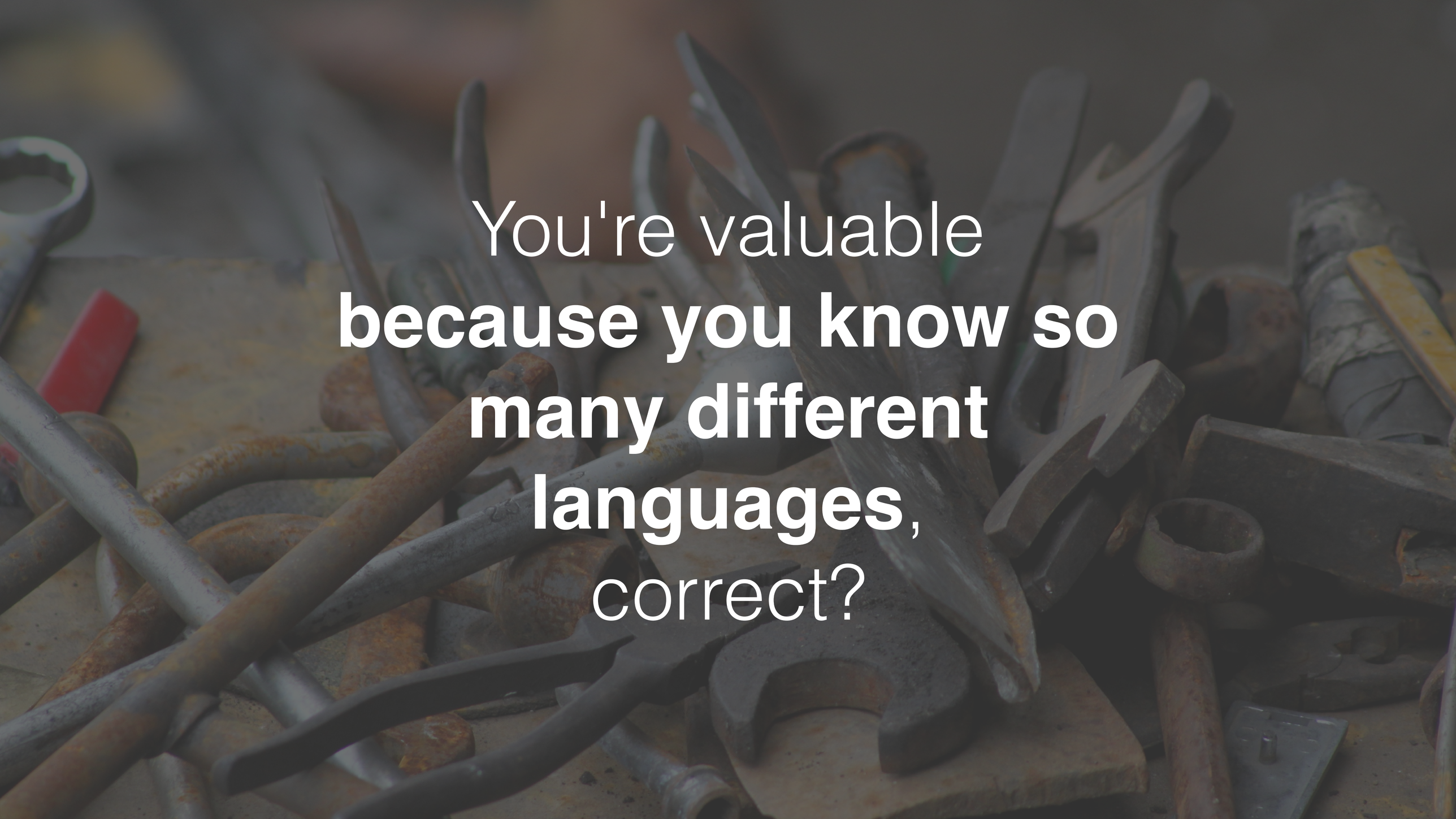
C# 3.0
D 1.0

This means that the definition of **expertise** is changing.

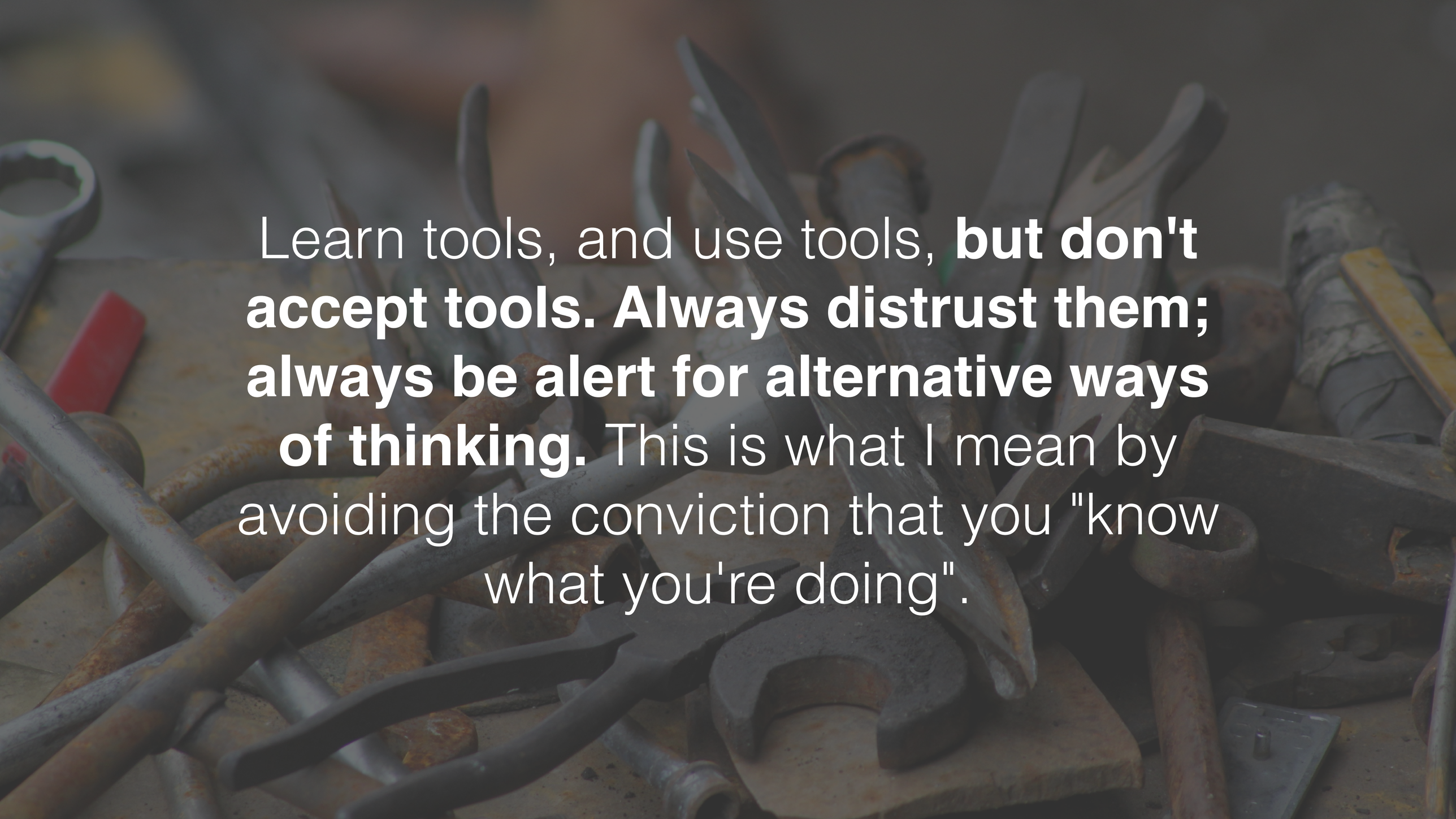
Thinking

over

Tools

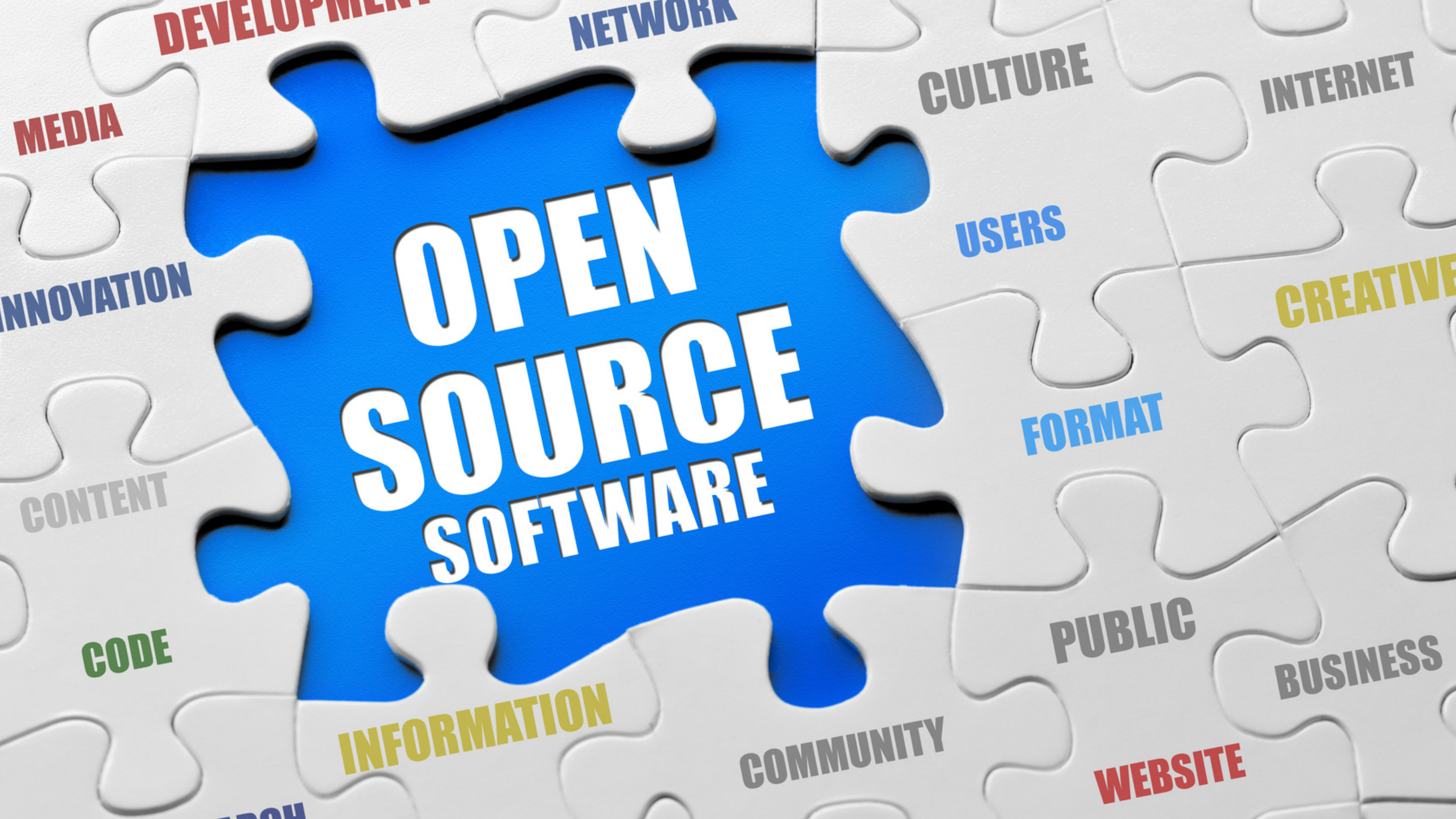

You're valuable
because you know so many different languages,
correct?

I'm not sure I would say my grasp of languages/tools are what make me valuable, ***but more that I have a set of patterns and mental models*** *that 1) allow me to* ***learn new things quickly*** *and 2) allow me to* ***synthesize different topics into one coherent whole****.*

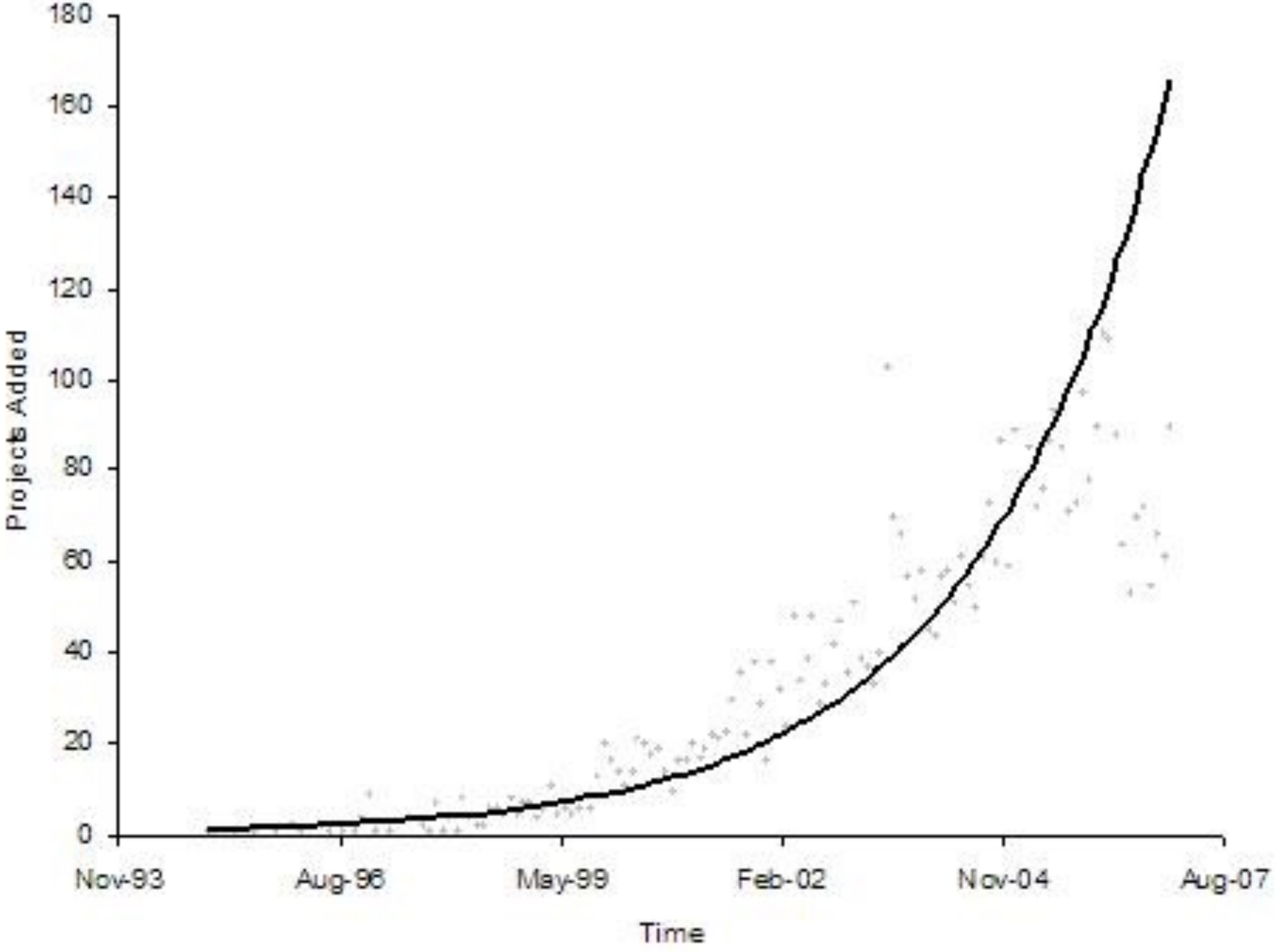


Learn tools, and use tools, **but don't accept tools. Always distrust them; always be alert for alternative ways of thinking.** This is what I mean by avoiding the conviction that you "know what you're doing".

Open
Source
Fn


DEVELOPMENT
NETWORK
CULTURE
INTERNET
MEDIA
OPEN
SOURCE
SOFTWARE
USERS
INNOVATION
CREATIVE
FORMAT
CONTENT
PUBLIC
CODE
BUSINESS
INFORMATION
COMMUNITY
WEBSITE

Open-source software (OSS) is **computer software with its source code made available** with a license in which the copyright holder provides the rights **to study, change and distribute the software to anyone and for any purpose**.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Projects Added
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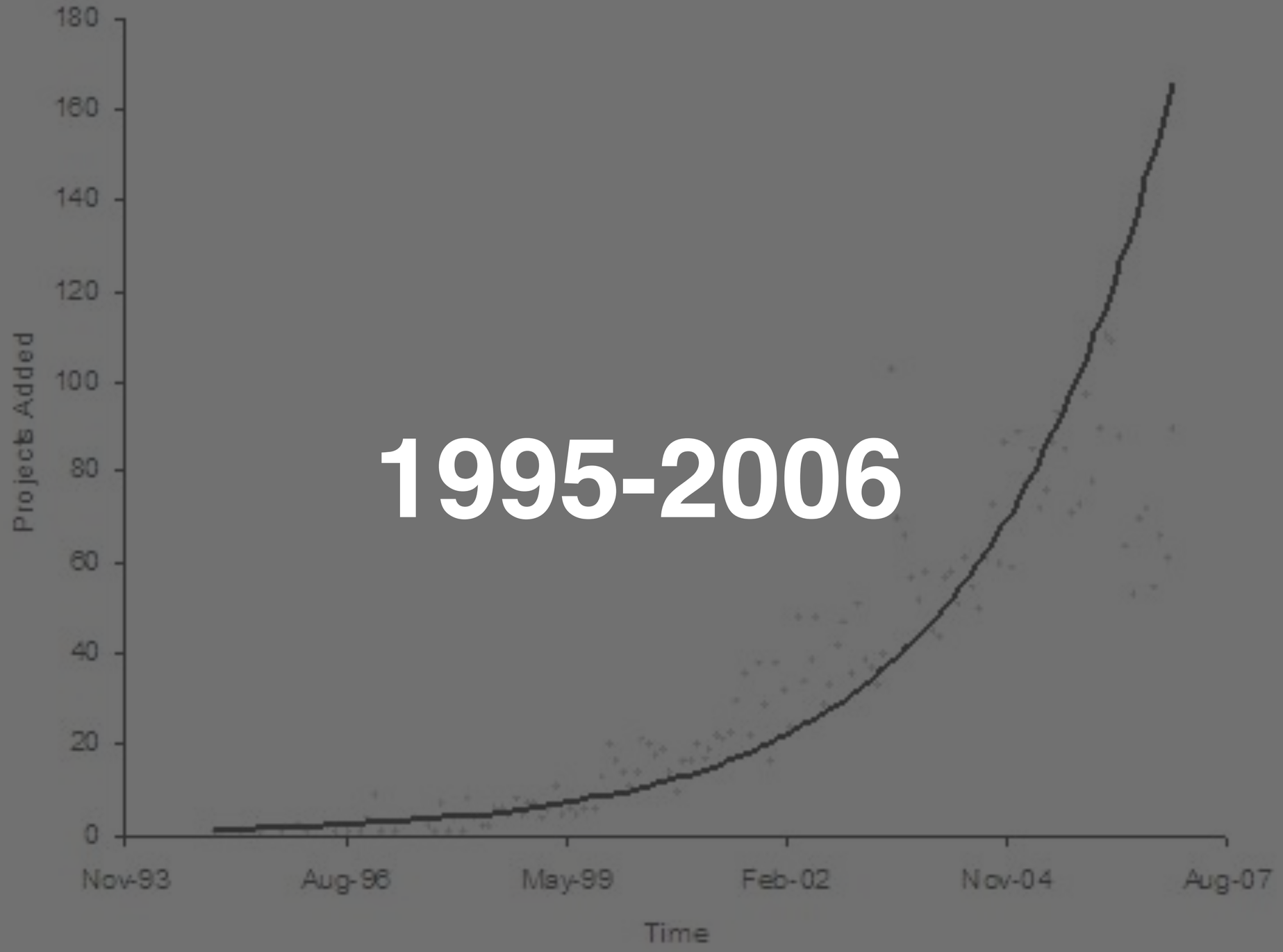
Aug-96
May-99
Feb-02
Nov-04
Aug-07
Time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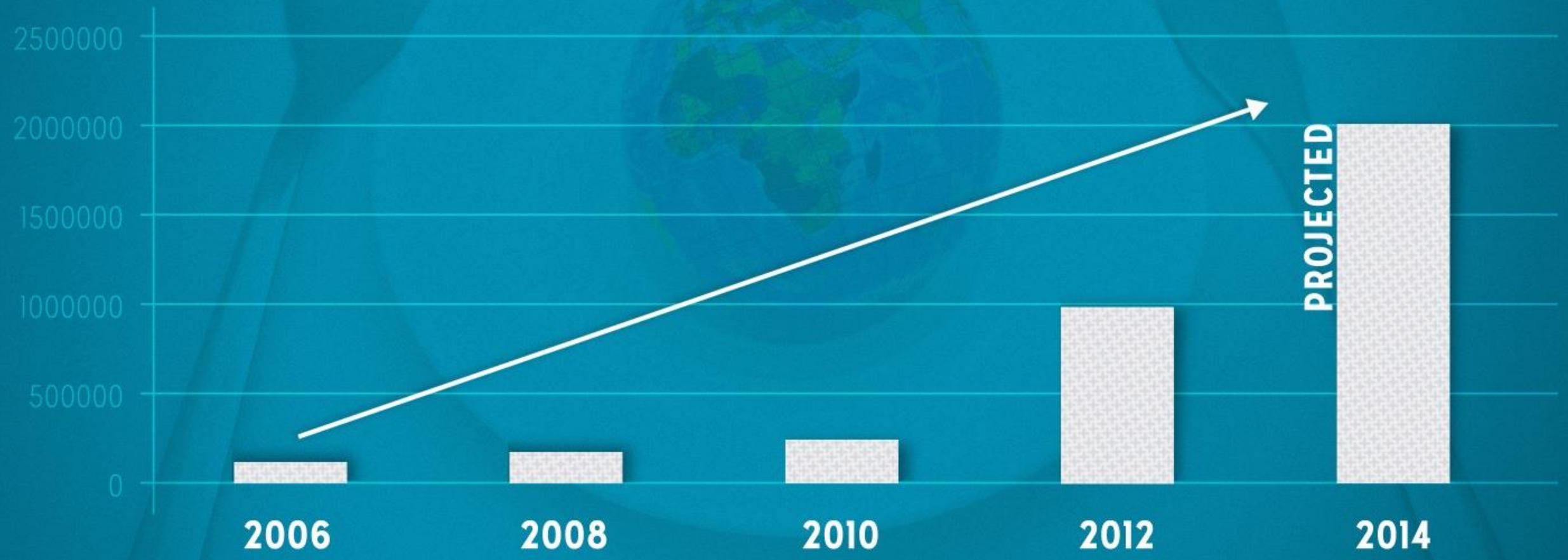
Time

OPEN SOURCE IS EATING THE SOFTWARE WORLD



Tomorrows developers
will be using
open source technologies

Get better faster.

I would say that with closed source tools, it's really hard learn from them. I can only use them. ***Whereas, with open source*** *(Rails, Ember, Angular, whatever),* ***I am able to look at their source code and learn from people much better than me****.*

Join a community.

Closed source communities are divided *between those that create the tools, and those that use the tools.* ***In open-source, they're basically the same community****. So I can get to know the person who wrote this code.*

Amazing.

lynda.com

CODED

B

CF

talentbuddy

>code:union

CODING CAMPUS

LS

udemy

The New York Code & Design Academy

CODING DOJO

DESIGNLAB

treehouse

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i.e. Marketing Manager, Mobile Developer...

Georgia Tech College of Computing

Thinkful

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IN LVMINE TVO VIDEBIMVS LVMEN

This democratization of learning has allowed people to look at the world around them **and realize they have the tools to solve the problems they see** or build the things they want to experience.

The only limitations are **curiosity** and **time**.

First:

What is a developer?

Someone who **understands a real-world problem** and solves it **using code-based technologies**.

Second:

What does the answer to that question mean for us?

1. You **are a developer**
2. You **hire and/or lead** a team of developers
3. You **work with** developers

1. You are a developer

Don’t rely on specific tools.

1. You are a developer

Begin to diversify.

But still be really good at your mother tongue.

The most in-demand developers are polyglots.

1. You are a developer

1. You are a developer

1. You are a developer

Today:

Find an open source project and contribute to it.

1. You are a developer

Added padding to the bottom of each footnote

Browse code

When multiple footnotes are used, a lack of separation made them less readable. A little padding makes it a whole lot better.

master (#1)

ericdodds authored on Jul 16 — 1 parent 88d3687 commit c04f5795d48bee1c54457177e894bfbd1a373986

Showing 1 changed file with 1 addition and 0 deletions. — Unified | Split

1 lib/css/citepro.front.css — View

```
@@ -12,4 +12,5 @@ p.citepro-block {
 p.citepro-block span.citepro-text {
        display: block;
        width: 100%;
+       padding-bottom: 14px;
 }
```

Write | Preview — Parsed as Markdown — Edit in fullscreen

2. You hire and/or lead a team of developers

Allow and encourage exploration.

"This is just the way we do things"
doesn't work when the people who
invented the technology you're using are
still alive, are accessible and are still
pushing boundaries.

2. You hire and/or lead a team of developers

Re-think hiring.

Not: “we need to hire a PHP developer”
but
“we need to hire a **problem solver**”

2. You hire and/or lead a team of developers

Re-think hiring.

What do you think about PHP?

"It sucks" means they don't have an **informed** opinion.

2. You hire and/or lead a team of developers

Re-think hiring.

How well do you know PHP on a scale from 1-10?

“I’m an 8 or 9" is **bullshit**.

2. You hire and/or lead a team of developers

Prepare to fight hard over talent

Developers have more **leverage**:

- Salaries
- Company culture/remote work
- Tech stack
- Churn rate
- Entrepreneurship

2. You hire and/or lead a team of developers

Today:

Ask a new, problem-solving focused set of questions to your next potential hire.

3. You work with a developer in some way

3. You work with a developer in some way

Educate yourself.

3. You work with a developer in some way

3. You work with a developer in some way

Educate yourself.

"If you **understand code, you strengthen your ability to act as a valuable liaison, no matter what your role**. It makes you a valuable asset if you're working within a company, and a stronger leader if you're building your own. You will also remain empowered when hiring and managing developers or outsourcing efforts. **Because you are familiar with the same tools they are, you will know what is feasible, what is efficient, and the true level of effort for any task**."

3. You work with a developer in some way

Merge branch 'master' of https://github.com/ericdodds/the-little-free… ···

ericdodds authored on Mar 20 — latest commit 8fb173c1d4

Taxes	updated the document by re-arranging and re-wording some of Allan Bra…	a year ago
Web_development_contract	added PDF versions of articles that were referenced in the latest PR	a year ago
Web_development_proposal	initial commit	a year ago
blogging	added a great article about blogging as a resume	7 months ago
.gitignore	initial commit	a year ago
How_To_Keep_Outstanding_…	added PDF versions of articles that were referenced in the latest PR	a year ago
README.md	Fixed a broken link	8 months ago

README.md

The Little Freelancer

A guide to doing work that's good & good for you

3. You work with a developer in some way

You have a responsibility.

- Don’t sell something you don’t understand.
  - Tolerance for tech-illiteracy is fleeting.
- There’s never been an easier time to learn.

3. You work with a developer in some way

Today:

- Start a **buzzword punishment jar** in your office.
- Start a Squarespace or WordPress site and customize it.
- **Take a free course** on codecademy.com
- Ask your development team **what they wish you knew**

3. You work with a developer in some way

To the developers you work with:

- YOU are responsible for having a tech-literate staff
  - Complaining and not acting is not an option

“First, solve the problem. Then, write the code.”
—John Johnson

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