Funding Circle

Building a World Class (Clojure) Team

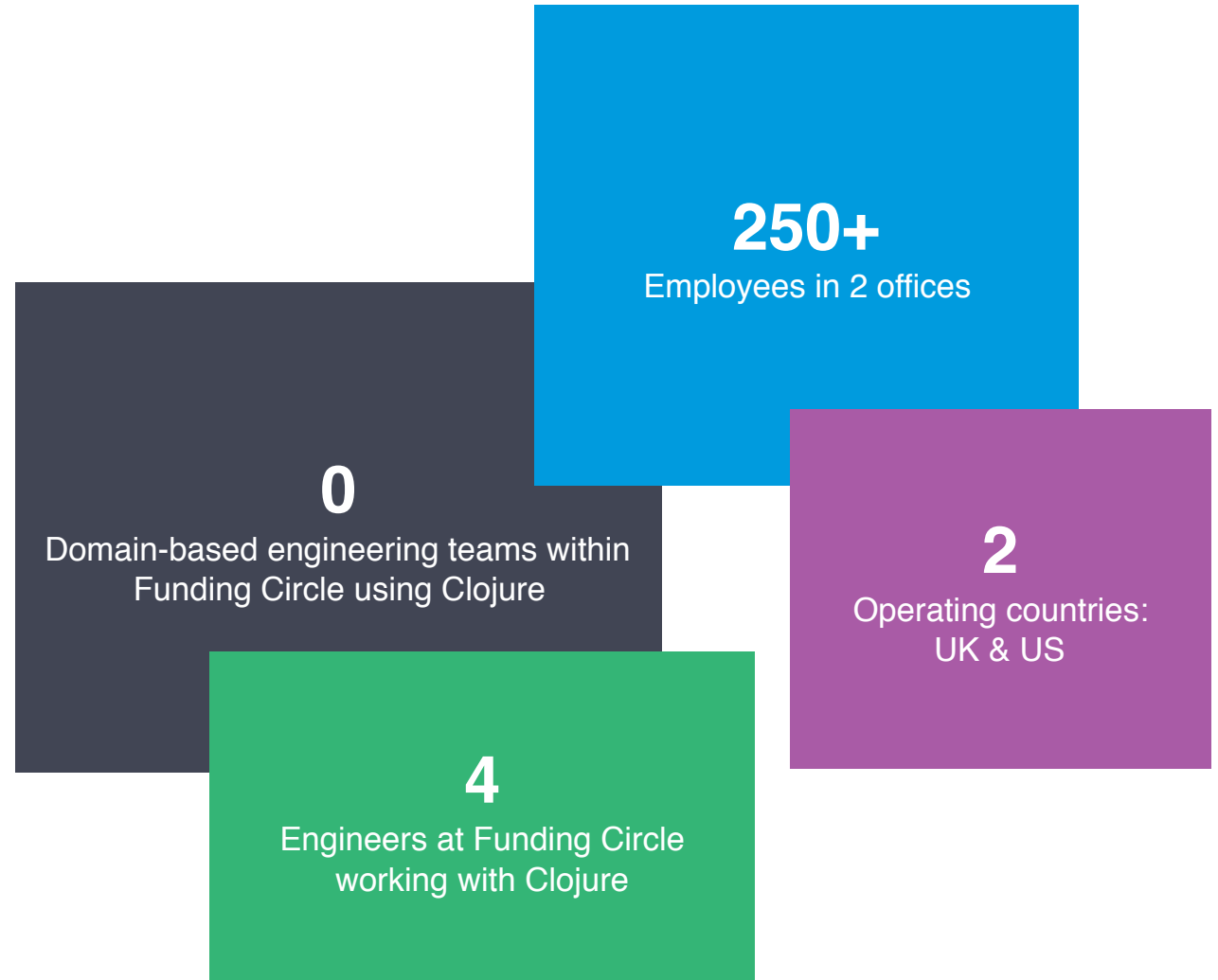Rebecca Kinsella, Technical Talent Partner at Funding Circle

Overview

- A little background

- Know your obstacles

- Build your brand

- Extend your reach
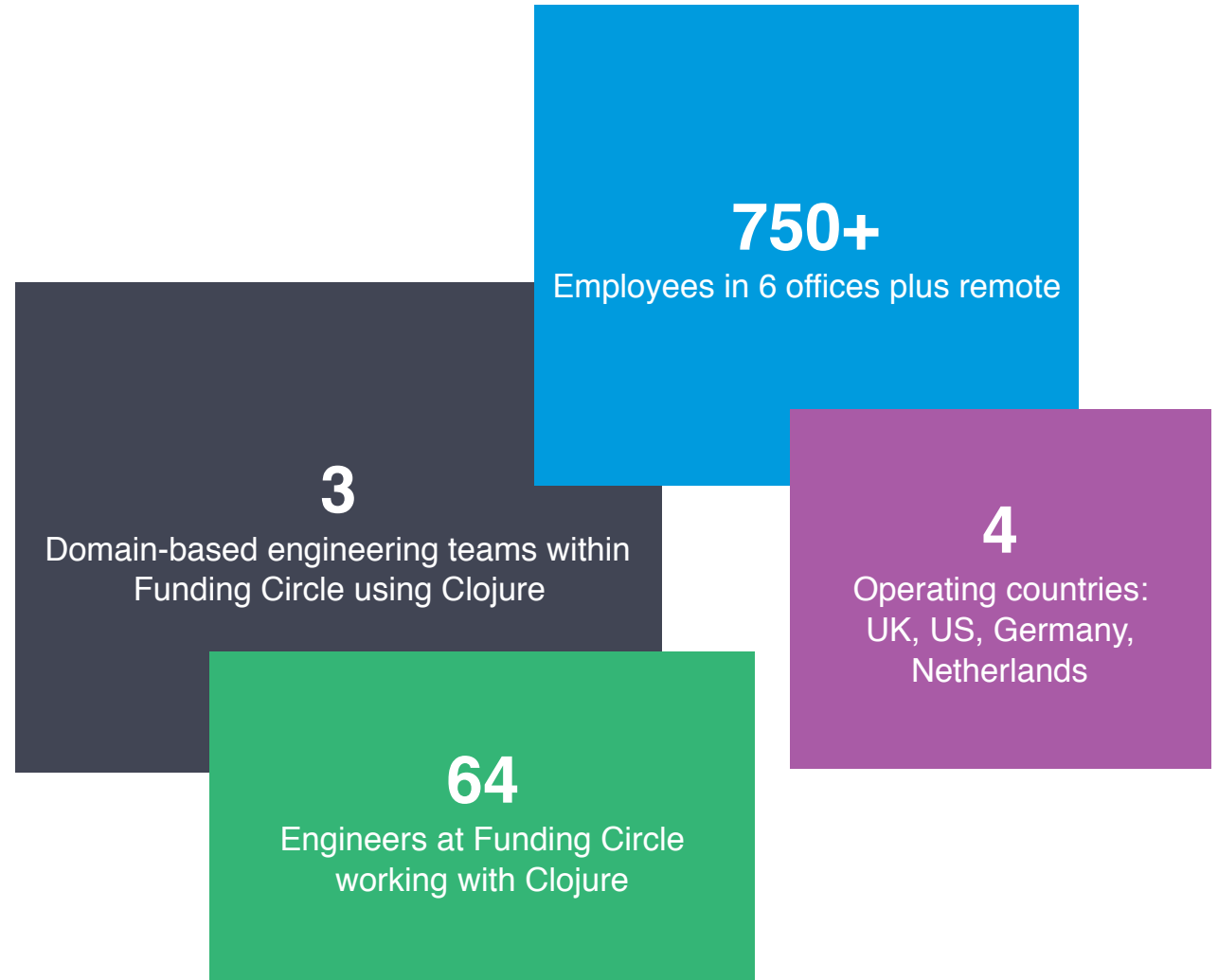
- Cultivate a lasting community

- Keep it up!

A little background

Our team fall 2015

250+
Employees in 2 offices

0
Domain-based engineering teams within Funding Circle using Clojure

2
Operating countries: UK & US

4
Engineers at Funding Circle working with Clojure

Our team today

750+
Employees in 6 offices plus remote

3
Domain-based engineering teams within Funding Circle using Clojure

4
Operating countries: UK, US, Germany, Netherlands

64
Engineers at Funding Circle working with Clojure

Know your obstacles

"

Hiring software engineers in the number one
thing that keeps me awake at night…

Anonymous

North America

SEATTLE
$126K

SF BAY AREA
$134K

LOS ANGELES
$117K

SAN DIEGO
$112K

DENVER
$112K

AUSTIN
$110K

CHICAGO
$108K

TORONTO
$74K
(CAD$97K)

BOSTON
$116K

NEW YORK
$120K

WASHINGTON D.C.
$111K

Europe

LONDON
$73K
(£56K)

PARIS
$55K
(€49K)

Kirkpatrick, Jessica. (2017). *2017 State of Global Tech Salaries*. https://hired.com/state-of-salaries-2017

Build your brand

Build your brand

Meetups

YouTube

Conferences

Slack Groups

Twitter

Blogs

Running a successful Clojure meetup

Thursday, September 14, 2017, 6:00 PM

14 SEP

The Bay Area Clojure User Group SF Meetup

Organizer tools ▼

Hosted by Rebecca K. and Tianxiang X.

As usual, we'll start with mingling over food and drinks, follow with presentations, and wrap up with Q&A. Food and drink provided. Zach Tellman will be reprising his keynote talk from ClojuTRE, "On Abstraction". He will talk about what an abstraction is, what makes them useful, and how to structure your systems so that they don't trample all over each other. He will also discuss why "Simple Made Easy" got some important things wrong.

Funding Circle US
747 Front St., 4th floor · San Francisco, CA
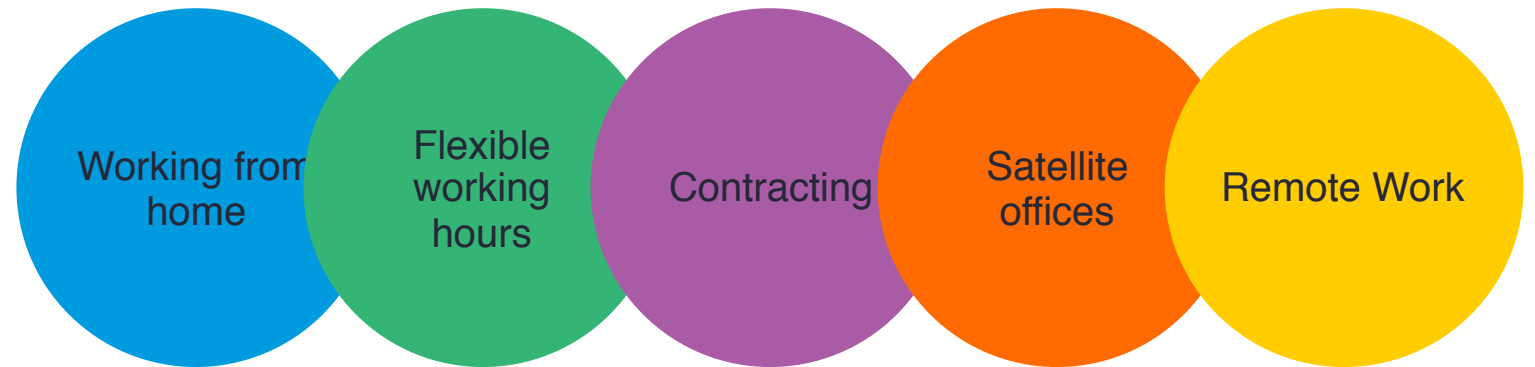
4 comments

68 went

Attend Clojure conferences

- Bring your team!
- Bring your branded swag!
- Show up year-after-year!

Extend your reach

Flexible work and location is key

Working from home

Flexible working hours

Contracting

Satellite offices

Remote Work

Offer remote opportunities whenever possible

Brave Clojure Jobs

https://jobs.braveclojure.com/ ▾

remote. Boston, **Remote** (U.S.). Feb 9, 2018. permanent. Senior Frontend Engineer. at. Pitch. Berlin. Jan 25, 2018. permanent. Senior **Clojure/Clojurescript** Developer. at. LifeCheq. Cape Town, South Africa. Jan 23, 2018. permanent. Software Engineer (**Clojure**). at. English Language iTutoring Ltd. Bristol, UK. Jan 22, 2018.

20 Best Clojure Engineer Remote jobs (Hiring Now!) | Simply Hired

https://www.simplyhired.com/search?q=clojure+engineer+remote ▾

24 **Clojure** Engineer **Remote jobs** available. See salaries, compare reviews, easily apply, and get hired. New **Clojure** Engineer **Remote** careers are added daily on SimplyHired.com. The low-stress way to find your next **Clojure** Engineer **Remote** job opportunity is on Simply Hired. There are over 24 **Clojure** Engineer **Remote** ...

Remote Clojure Engineer Jobs, Employment | Indeed.com

https://www.indeed.com/q-Remote-Clojure-Engineer-jobs.html ▾

26 **Remote Clojure** Engineer **jobs** available on Indeed.com. Back End Developer, Engineer, Software Engineer and more!

Cultivate a lasting community

Solve interesting problems

The whole is simpler than the sum of its parts.
- Willard Gibbs

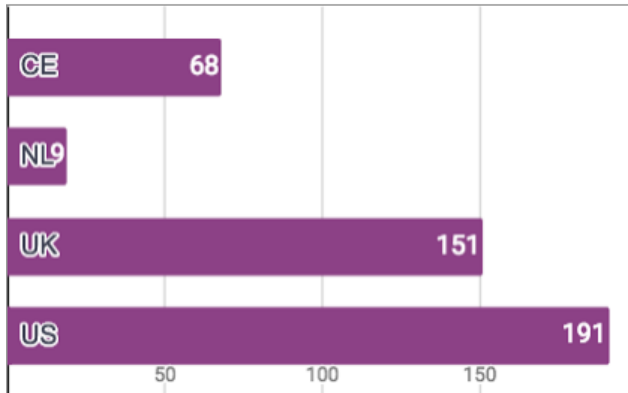By Frits Ahlefeldt

Inspire a culture of learning & development
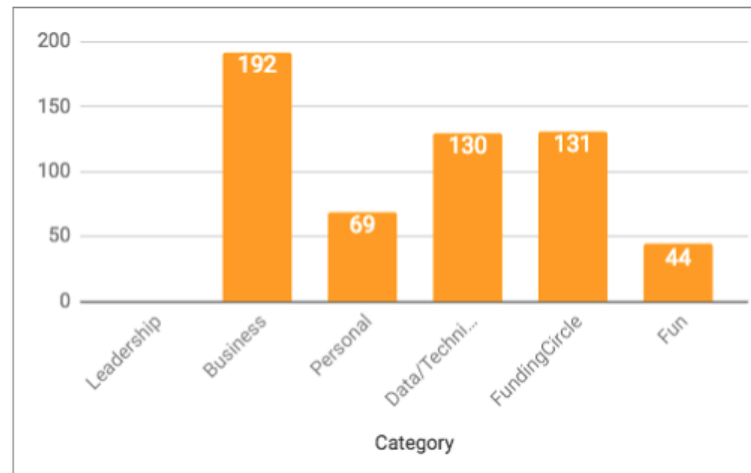

ACADEMY Dashboard

| 16 Active Courses | 1695 total signups! | 397 Circlers have taken FC Academy courses | Circlers have taught 66 courses |

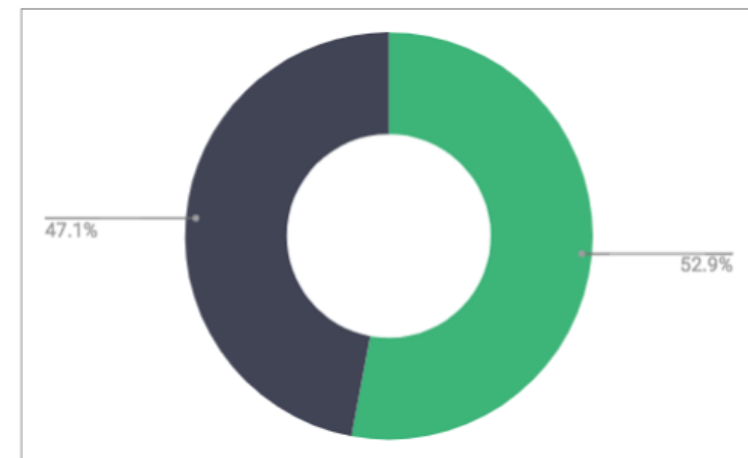**Which offices have had the most participants?**

Office	Value
CE	68
NL	9
UK	151
US	191

Which Categories are currently the most popular?

Category	Value
Leadership	
Business	192
Personal	69
Data/Techni...	130
FundingCircle	131
Fun	44

Percentage of the company that have taken FC Academy courses:

47.1% / 52.9%

Hire for diversity

Stay true to…

Mission

Vision

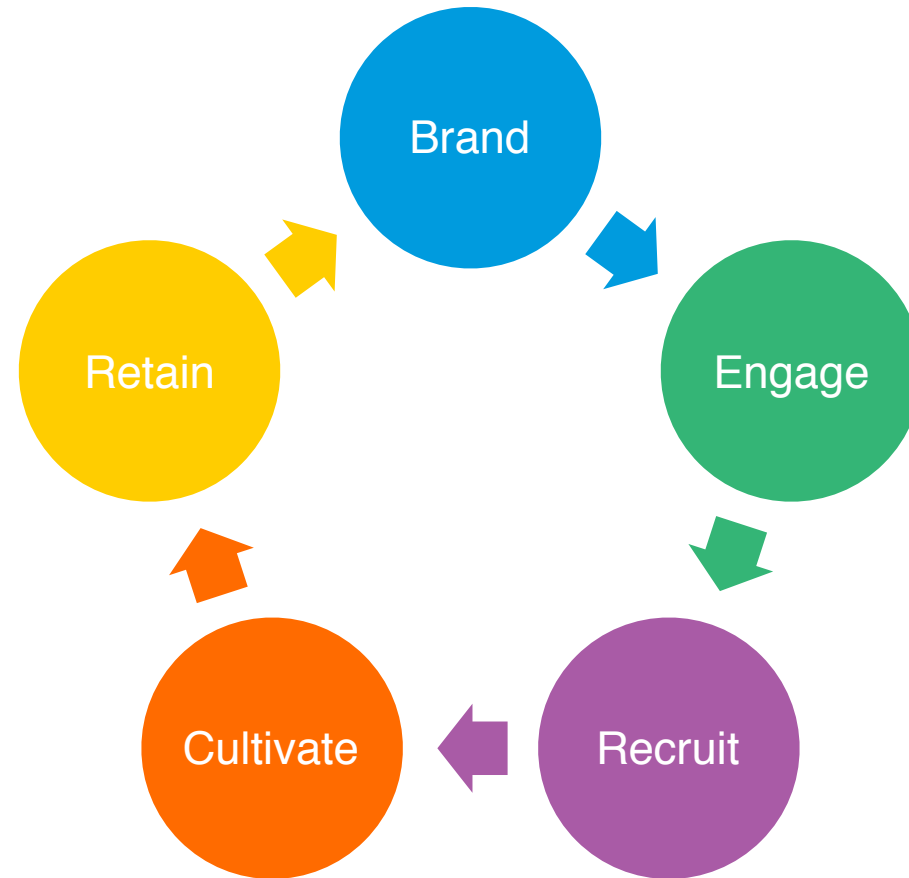Values
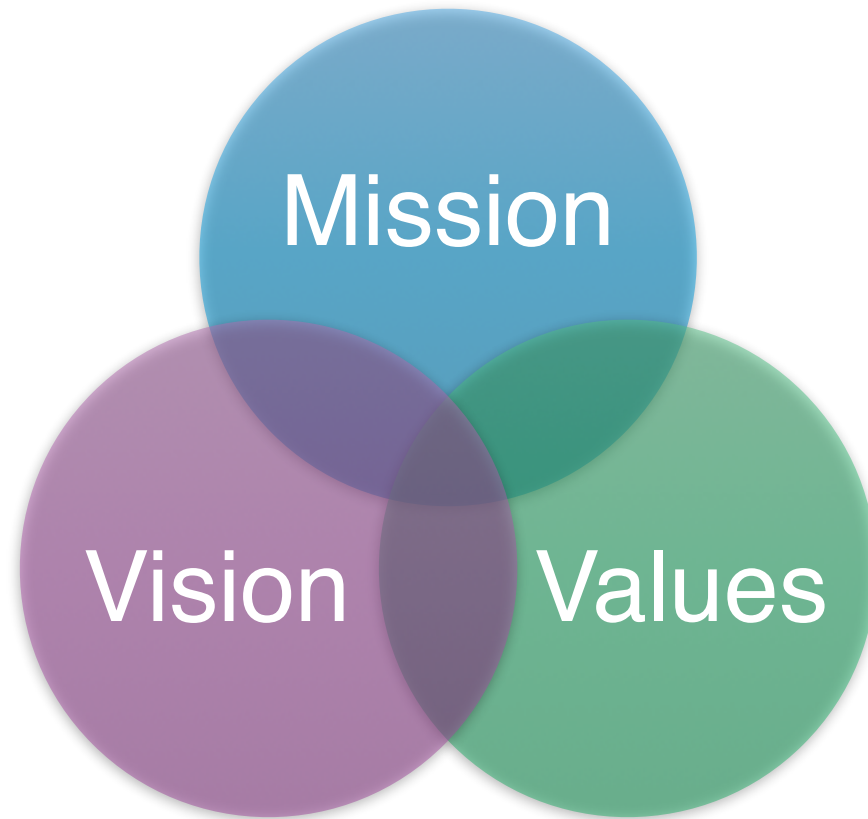
Keep it up!

It's a cycle!

Thank you

Becca Kinsella

Technical Talent Partner

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