

title: **What to do when you're suddenly given a ton of responsibility you didn't ask for?**

num_comments: 15

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Post Text

The company I work for has been going sideways ever since we changed management (as expected). Things have gotten so bad, that most of the previous developers have left from the product I'm assigned to. We've only been hiring developers for our new product, so I'm basically the only one who somewhat understands the existing, primary revenue driver for the company. Suddenly we've hired several outsourced developers and I've been left to onboard and basically oversee their work. This is incredibly overwhelming, because I'm still expected to work on my existing projects too. I've said that it's highly likely my project will now be delayed, to which my manager said "really?? Why's that?" He seems to think that they should be able to manage themselves, but this is obviously unrealistic. My manager also knows I have ADHD, so I guess that doesn't really matter that I told him. My instinct right now is to run and run fast, but I'm really not wanting to start something new during covid. This job was already remote, so I don't want to lose that either. I fear I may do something I may regret, so please help me out here. I guess it's time to look? I have about 10 years of PHP experience, have created a project in Go, and am driving into JavaScript right now. Any suggestions are helpful. Even some kind of reassurance that I'm not crazy. Please. Help.

Comments

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 28

You're not crazy.

I'd start looking.

If you're the only one who knows the legacy system does this mean your job is secure? If so I'd make sure not to hand over all my knowledge before I had a good remote job in hand. If my boss didn't care about helping me deliver, I internally wouldn't care about delivering either (but externally I'd look helpful and ask questions such as: so do you want me to do X or Y, how do I prioritise Z, and I'd act like I cared).

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 7

There's technically one other guy who knows the system, but he's knee deep in the new project. He hasn't worked in the legacy project in over a year though.

Am I missing something? Like, could this be intentional to drive the company into the ground? Ever since the new ceo took over, we've lost *6 other developers*. Zero effort to retain any of them.

Commenter_3

ID: REDACTED! ~(o.o)~ <3, Upvotes: 5

> Am I missing something? Like, could this be intentional to drive the company into the ground? Ever since the new ceo took over, we've lost 6 other developers.

I worked at a small webdev company where I went from the most junior developer in a team of 5 to the most senior within 6 months. The owner wasn't trying to drive the company into the ground, but he treated programmers like machines, didn't allow/accept feedback, and always took our project estimates and cut the development time to what he thought it required (he was not a programmer).

Your company doesn't care about you anymore. I would recommend you return the sentiment and go elsewhere. It's a shitty situation, but you don't get out of shitty situations by staying in the shit.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

True, some managers don't get it. I worked in a project that made me seriously consider just quitting in the middle of the pandemic and being unemployed. This manager seemed to like nerds, and I like him as a person, but God damn he was a sociopathic manager. So I just acted like I cared on the outside, but on the inside I extended the same care to his project as he showed to me. I did a few late nights from time to time just to look like I gave a shit, and stopped being honest about my opinions (I thought everything he said was a 1000% awesome idea and repeated back to him his own arguments etc). I felt dirty, but I survived long enough to jump ship.

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

You need to make it 7. Seriously.

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 13

When your manager asked you "why is that" did you insist on explaining that onboarding and managing people take time?

If yes and he did not listen, start looking.

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 10

Yes and yes. My feet are both out the door now.

Commenter_5

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Great job! Pat yourself in the back for leaving a toxic workplace

OP

ID: REDACTED! ~(o.o)~ <3, Upvotes: 4

I was being hyperbolic, but mentally I'm checked out

Commenter_4

ID: REDACTED! ~(o.o)~ <3, Upvotes: 3

Get your resume out there. Make it physically checked out too. Life is too short to stay in shitty jobs.

Commenter_6

ID: REDACTED! ~(o.o)~ <3, Upvotes: 5

In these kinds of situations, the most important thing you want to focus on is where your responsibilities lie.

You are responsible for communicating to your supervisors, upfront, how much time you **realistically need** (without burning yourself out) to perform your assigned tasks. Your supervisors are responsible for assigning you your workload given the information they are provided. If your managers choose to ignore what you communicate to them, **they** will have to accept responsibility for not accepting your advice.

So if your supervisors don't want you to spend time doing onboarding for your new co-workers, *don't spend time on what you've not been assigned to do.* Your co-workers definitely need you to spend time teaching them your codebase, but making time for them is *not your responsibility*.

Your responsibility is communicating your expectations, and you seem to have done that well... So good job!

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 2

I've been in this situation. I resolved it by telling the manager that I am not skilled and experienced in managing, let alone remote teams in different timezones where English is not their first language. I told him that I expected to return to my contracted role, am only going to do the coding expected of me, will help others within the limits of what is reasonable but beyond that, it is down to the new recruits to onboard themselves.

I also told the guy that I was advising HR of the same (which I did).

Days later my manager's manager brought someone more suitable into my team to manage the off-site workers and this gave me the time and space to become the lead developer and focus on coding.

Commenter_7

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

You should openly talk about the problems you see and how you feel about the responsibility. I think you are in a good position.

Unknown_User

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

If you tell your boss you're struggling and their response is to turn it around on you and offer no support that is not the boss for you. Bosses aren't perfect and sometimes it can be worked out by talking, but sometimes not. If things are fine there otherwise, I'd try to talk to them about it. If you're still getting no help, then I'd start looking.

Commenter_8

ID: REDACTED! ~(o.o)~ <3, Upvotes: 1

Ask for a raise for the added responsibility. If not now, make an agreement for when you get these people on boarded or whatever. You're basically a manager now and they need you more than you need them.