THELADDERS.COM
Maintains Competitive Edge with Spring

THELADDERS.COM

The | Ladders®

SPRINGSOURCE RESULTS

Spring delivers the following business results to TheLadders.com:

- Rapid Release Cycle – New Version Released Every Two Weeks
- Increased Productivity
- Saved Resources on Training
- Fast Developer Ramp Up
- Attracting Top Developer Talent
- Superior Application Quality
- Focus on User Experience

TESTIMONIAL

"Every two weeks we are producing new software. We can't afford to spend time on infrastructure maintenance. We need to be able to rapidly add features and applications and we rely on Spring to do that. Spring makes us more competitive by giving us this ability."

"With SpringSource, I know our developers are going to get good training. The SpringSource trainers have been fantastic."

"Spring lets us focus on the user experience instead of the framework, and allows us to meet our two-week release cycle."

TheLadders.Com

TheLadders.com is the world's leading online service catering exclusively to the $100k+ job market. TheLadders.com's job is to make the search for senior talent and senior positions quick and effective. With access to the most $100k+ jobs in one place, senior level professionals can get to the next step in their careers faster and top recruiters value the ability to quickly and easily connect with so much qualified talent. The website is the foundation of the business, and the leading-edge web applications developed by TheLadders.com are mission-critical to sustaining the company's leadership position in the market.

Challenge

To remain competitive in the market, TheLadders.com's strategy was to release a new version of the web application every two weeks. But they were unable to maintain this tight release cycle on the previous platform. At this point, the company needed to find a more agile development platform. "There were just a few classes handling a large number of features in our original development environment," says Kyriakos Sarantakos, Manager of the Core Architecture Team at TheLadders.com. "It was very difficult to add new content and functionality to the website. The application did not respond well to change. Small changes in the application, such as adding a feature, would cause significant maintenance issues."

Solution

TheLadders.com turned to Spring, the de facto standard platform to build, run and manage enterprise Java applications, because of its flexibility, simplicity, testability and proven reliability. The main TheLadders.com jobseeker website now runs on Spring, as well as other web applications and internal administrative applications. "Spring has critical mass. We have confidence that Spring will be around for years to come because SpringSource is behind it," say Sarantankos. "Every time SpringSource comes out with a new release, we have new features we can use. Our jobs are easier because of the work SpringSource does."

Benefits

SPRING DELIVERS THE FOLLOWING BUSINESS RESULTS TO THELADDERS.COM:

Rapid Release Cycle

Spring enables TheLadders.com to meet an aggressive two-week release cycle to maintain a competitive edge in the market. "If you sit idle in a dot com, you are going to fall behind your competition," Sarantakos advises.

"You have to constantly be improving your application, adding features and responding to customer requests. We need to focus on delivering new features in a very rapid cycle. Every two weeks we are producing new software. We can't afford to spend time on infrastructure maintenance. We need to be able to rapidly add features, and even whole new applications, and we rely on Spring to do that. Spring makes us more competitive by giving us this ability."

Increased Productivity

"We have seen great increases in our productivity from using Spring," Sarantakos notes. "Without Spring, we would have to develop our own MVC layer and other infrastructure work on our own. With Spring, I don't have to spend my time building frameworks. Instead I can solve our business challenges."

In addition, Spring requires less code, which means less development effort today and less maintenance tomorrow. Sarantakos is constantly looking to reduce the number of lines of code that the developers are directly responsible for managing. He points out that every additional line of code requires added maintenance in the future. Forms processing in the company's web application is just one example of how Spring reduces code. "Our site involves heavy forms processing," Sarantakos explains. "Spring allowed us to streamline the multi-step process, and save the state between the steps, which greatly reduced the lines of code. We have seen a 50% reduction in the number of lines of code to perform the task in Spring."

Saved Resources on Training

The training resources available from SpringSource further increase productivity for TheLadders.com. Without SpringSource, TheLadders.com would have to develop their own training in house, according to Sarantakos. "With SpringSource, I know our developers are going to get good training," Sarantakos asserts. "The SpringSource trainers have been fantastic."

Fast Developer Ramp Up

SpringSource gives TheLadders.com confidence because they can quickly ramp up developers with the suite of training offerings. Previously it took TheLadders.com six weeks to get maximum productivity out of a developer. With Spring, new developers are contributing code to new releases in two weeks. In addition, SpringSource training gives developers new ideas on how to improve applications and optimize their development process.

Attracting Top Developer Talent

"Spring is an exciting platform, and because we are a heavy Spring shop, we can attract top developer talent at TheLadders.com. They want to work with Spring and TheLadders.com is a great place for them to do that," says Sarantakos.

Superior Application Quality

Spring enables TheLadders.com to test applications more easily, resulting in fewer bugs. In addition, Spring has allowed them to reduce the number of lines of code they are responsible for testing and maintaining, which further strengthens application quality.

Focus on User Experience

"Spring lets us focus on the user experience instead of the framework, allowing us to meet our two-week release cycle," Sarantakos concludes.

About SpringSource

SpringSource, a division of VMware, Inc., (NYSE: VMW) and the leader in Java application infrastructure and management, provides a complete suite of software products that accelerate the entire build, run, manage enterprise Java application lifecycle. SpringSource employs the open source leaders who created and drive innovation for Spring, the de facto standard programming model for enterprise Java applications. SpringSource also employs the Java and Web thought leaders within the Apache Tomcat, Apache HTTP Server, Hyperic, Groovy and Grails open source communities. Nearly half of the Global 2000, including many world's leading retail, financial services, manufacturing, healthcare, technology and public sector clients are SpringSource customers. For more information visit: www.springsource.com.

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