Software Engineering is not just Coding!

CSC301

What makes a great software engineer?

Yes! Coding skills matter.... But there's more to it. Let's see

Intro

- How are you assessed as a software engineer?
  - Difference between Junior Software Engineer & Lead Software Engineer
- Objective framework in every company
  - Used to make hiring and promotion decisions
  - Some companies have made their frameworks available. Spotify's is available here
  - We will use Patreon as an example because details are public

Some Common Assessment Criteria

- Technical
- Execution & Accountability
- Collaboration & Communication
- Influence
- Mastery & Professionalism

The following slides show the characteristics of an ideal Junior Developer at Patreon (Level IC1)

Technical

- Focused on growth & learning our stack, best practices, and codebase.
- Works on scoped problems with some guidance, contributing meaningfully.
- Writes clean code and tests, iterating based on feedback.
- Participates in code reviews and technical design.
- May participate in on-call rotation, if applicable for their domain.

Execution & Accountability

- Commits to & completes tasks within expected time frame, holding themselves accountable. Building estimation skills.

- Asks for help to get unblocked when necessary.

- Learning tools and resources.

Collaboration & Communication

- Learning to work collaboratively on a team and communicate in meetings.
- Effectively communicates work status to teammates and manager.
- Proactively asks questions and reaches out for help when stuck.
- Voices concerns or need for clarification to their manager.
- Accepts feedback graciously and learns from experience.

Influence

- Has project/team-level impact.
- Pairs to gain knowledge.
- Represents their team well to others in the company.
- May participate in hiring.

Maturity & Professionalism

- Learns and exhibits Patreon core behaviors, treating others with respect, honoring commitments to the team, seeking out & integrating feedback.
- Objectively evaluates whether they've met their goals.

On Mastery

- Highly valued in most companies (implicit or explicit)
- Heavy focus on self-learning and growth
- The difference between a Software Engineer and a Team Lead/Manager in 5 years

Conclusion

- Technical skills are not enough!
  - Not developing other skills will limit your potential to grow
- Learn to work effectively with others
- Be reliable and hold yourself and others accountable
- Remember that these are for Software Engineers (not managers)

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But there will be a lot of coding!

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