

Karsten (quaid) Wade

Open Source Community Architect/Manager, Developer Experience Advocate

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Summary

Experienced community manager, architect, and leader with a deep foundation in Open Source developer relations, product R&D methodologies, and secure networking operations. Proven track record in architecting and building scalable, high-impact developer and Open Source communities, implementing best practices for community engagement, and advancing secure, user-focused product strategies. Skilled in Open Source project leadership, technical program management, and systems administration, bringing a comprehensive approach to developer advocacy and managing Open Source projects as part of the product R&D process.

Expert Skills:

- Community Management and Best Practices: Extensive experience leading community management strategies, building engaged Open Source communities, and implementing best practices through programs like the Open Source Way. Skilled in fostering developer advocacy and building relationships with key community, business, and partner influencers.
- Customer Developer Relations: Strong background in engaging with developer communities, managing customer feedback loops, and enhancing user retention and advocacy through targeted community engagement initiatives.
- Open Source Product Management and R&D Methodologies: Skilled in Open Source product management with an emphasis on R&D processes, aligning community insights with product objectives, and contributing to security-enhanced product development.
- Systems and Security Administration: Extensive knowledge in secure network administration and cloud-native systems, including Linux-based security practices, SELinux integration, and Open Source security standards.
- Cross-Functional Leadership and Advocacy: Proven leader in cross-functional initiatives with expertise in unifying stakeholders, aligning community goals with business strategy, and driving program success across distributed teams.

- Technical Content Development: Proficient in creating user and developer-centric educational resources, including blog posts, technical guides, and training materials that improve user engagement and knowledge.
 - Open Source Ecosystem and Compliance: Strong understanding of Open Source security practices and compliance, including supply chain security, vulnerability management, and maintaining integrity across Open Source contributions.
 - Organizational Catalyst: In-depth experience with culture, change, and technical program management, with training and practical experience in DEI practices and initiatives. Maintainer and contributor of the Inclusive Naming Initiative <https://inclusivenaming.org>.
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Professional Experience:

Founder, Open Community Architects

Santa Cruz, CA | June 2023 - Present

- Founded a consultancy and recruiting agency for full-lifecycle Open Source strategy and execution. <https://OpenCommAr.ch>
- Ecosystem strategy consulting for UNICEF <https://LearningPassport.org>.
- Co-founder of www.PAIPalooza.com personal AI hackathon series.
- Community Outreach Lead for Kwaai.ai foundation, a personal AI project, and maintainer for pAI-OS. (Volunteer)
- Open Source practices and training consulting for Musa Capital's SummerOfCode.ai project at <https://github.com/Open-Cap-Stack>. (Volunteer)
- Created "OSAI tl;dr" weekly newsletter of the state of the intersection of Open Source and AI at <https://www.linkedin.com/newsletters/osai-tl-dr-7191164189028020225/>.

Senior Community Architect / Principal Community Architect, Red Hat

Remote US CA | Autumn 2009 - May 2023

- Co-originator and only original member of the team that evolved to become Red Hat's Open Source Program Office (OSPO).
- Developed and implemented The Open Source Way guide, setting industry standards for community management and collaboration. Version 2.0 of the guide (2021) comprised practices and writing from more than a dozen recognized experts from across the industry.
- Architect for Red Hat who brought the CentOS Project into the business in 2014, then paved the way for CentOS Stream to improve security and product integration by ISVs, IHWs, and customers into Red Hat Enterprise Linux (RHEL),

resulting in increased alignment with RHEL. This new integration point and pipeline enhances security, transparency, and product integration across the ecosystem.

- Championed the introduction of SELinux through Fedora, becoming a key contributor and thought leader in security enhancements that were later incorporated into Red Hat Enterprise Linux (RHEL).
- Collaborated with governing boards, community leaders, and technical teams to align strategies, driving improved communication and efficiency across Red Hat's Open Source projects.
- Managed global Open Source initiatives and led the expansion of multi-organization developer/contributor communities ranging from general Linux to virtualization, cloud, big data, machine learning, and AI operations. This included creating content and organizing events/meetups that drove significant adoption of and contribution to Red Hat's Open Source technologies across two decades.
- Developed and implemented strategies to engage with this range of user communities across Linux, virtualization, cloud, big data, and AI/ML, including participation in global conferences, webinars, and hackathons.
- Collaborated with product and engineering teams to align community feedback with product development, enhancing the developer experience.
- Most recent role as community architect for <https://Operate-First.cloud> — a cloud-native approach to Open Source projects — had purview over the range of GitOps, AIOps and MLOps, big data, data science and engineering, and Kubernetes community development and operations for the future direction of Open Source development.
- Lead the definition and dissemination of Operate First principles that defined practices with Jupyter notebooks about how and why an Open Source project needs to run their own cloud service code in development for better security, bug, and feature development.
- Collaborated closely with product teams to align community feedback with development goals, ensuring that Red Hat's growth was both cultural and technical.
- Expert on community management principles and practices. Creator/maintainer, writer, and editor for the Open Source Way guide for community management best practices. Co-creator of the "Community Architect" role.
- Key project roles: Operate First & OpenInfra Labs for MOC Alliance; CentOS Project Board & Red Hat Liaison; oVirt project Opening; Open Source Way writer & maintainer..
- Volunteer roles: IEEE SA OPEN (OSCAG Chair), SETI Institute Open Sourcing;

OpenWorks definition; CROSS & OSPO at UCSC; TeachingOpenSource.org; Inclusive Naming Initiative; and more.

CentOS Engineering/Community Infrastructure Manager, Red Hat

Remote US CA | July 2013 - January 2018

- Led the CentOS team post-acquisition, overseeing the integration into Red Hat and expanding community infrastructure to support a wide range of Open Source projects. Managed \$2.5M in CAPEX spending and deployment for a Red Hat community-only data center.
- Directed the implementation of governance and infrastructure improvements, fostering a more secure and collaborative environment for the CentOS community.
- Created and led the Red Hat Community Infrastructure team that provides expert services to Open Source projects at <https://osci.io>.

Senior Developer Advocate, Red Hat

Remote US CA | Summer 2006 - April 2009

- Advocated for and implemented security best practices in Fedora and RHEL, including the successful integration of SELinux, which became a cornerstone of secure Linux distributions.
- Managed community engagement strategies, including content creation and event management, to drive awareness and adoption of Red Hat's Open Source solutions. Developer relations archive at <https://web.archive.org/web/20090228234251/http://devfu.redhat.com/>.
- Collaborated with engineering teams to align community feedback with product development across all of Red Hat's product stack (Linux, middleware, database, dev tools).
- Created and managed core products like 108.redhat.com to assist corporate developers in understanding and using Open Source. Archive at <https://web.archive.org/web/20070702023941/https://www.108.redhat.com/>.

Senior Technical Writer, Red Hat

- Remote US CA | Summer 2003 - Summer 2006
- Authored the "Red Hat Enterprise Linux (RHEL) 4 Security Enhanced Linux (SELinux) Guide" and the "Fedora Core 2+ SELinux FAQ".
- Spearheading team for Fedora's SELinux adoption, driving significant community engagement to educate users and developers on its benefits.
- Led Fedora Documentation Project and served on the Fedora Project Board.
- Advocated for secure development practices within the Fedora community.

- Founding member of Extra Packages for Enterprise Linux (EPEL) project, and of global Marketing and Ambassadors programs.

Professional Services Consultant & Project Writer, Red Hat / VA Linux Systems

Remote US CA | October 2000 - Summer 2003

- Developed Open Source training for clients such as Agilent Research.
- Systems and security audits, assessments, and remediation for clients remotely and on-site.
- RFQ and RFP response team for various Open Source consultant projects.

IS Manager, On Radio/Avevo/Electric Village

Scotts Valley, CA | July 1998 - September 2000

- Managed IS for a distributed company providing content & streaming platforms for radio stations.

Communications Director, Luster, Inc.

San Francisco, CA | May 1997 - August 1998

- Led IT & web services for a construction management company.
- RFQ and RFP response team for IT-related construction management proposals.
- IT consulting on client project sites.

Web Designer & Principal, XYT Design

Santa Cruz, CA | Winter 1995 - May 1997

- Co-owner and web designer for a boutique web design firm.
- Co-managed business operations and development.

Speaking & Publications:

Regular and keynote speaker at events like:

- All Things Open and Community Leadership Summit
- KubeCon
- LinuxFest NorthWest
- OpenInfra Summit
- Open Source Summit
- OSCON
- Red Hat Summit
- ScaLE

Core publication products include:

- 108.redhat.com
(<https://web.archive.org/web/20070702023941/https://www.108.redhat.com/>) for Open Source development news and education
 - DevFu.redhat.com
(<https://web.archive.org/web/20090228234251/http://devfu.redhat.com/>) for Open Source development news and education
 - [next.redhat.com](#) for emerging technology articles
 - OSAl tl;dr
(<https://www.linkedin.com/newsletters/osai-tl-dr-7191164189028020225/>) is an Open Source AI newsletter
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Online Presence:

- www.theOpenSourceWay.org
 - github.com/theopensourceway
 - github.com/quaid
 - github.com/OpenCommArch
 - YouTube Channel (<https://www.youtube.com/@KarstenWade>) and playlist (https://www.youtube.com/playlist?list=PLXhZERDQo43nkXu_FRvHrPE0d7kD1rdOC) of presentations and webinars.
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