

Skills That Last a Lifetime

Experience after more than a decade in tech

@giosakti

About Me

@giosakti

1. Communities

- Livestreaming - @insinyuronline
- Co-founder - @deeptech_id

2. Work

- Head of Payments Infrastructure,
GoToFinancial

3. Pastimes



io
insinyur online

NGOBROL SAN
Jenjang Karir Sebagai
Seorang Engineer

Discord: <http://insinyur.online>
Twitter: @insinyuronline



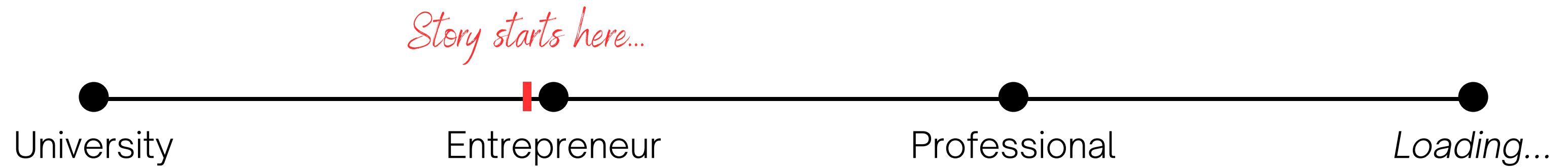
About Me

@giosakti



About Me

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Jumlah Mata Kuliah (<i>Total Subjects</i>)	53
Jumlah Kredit (<i>Total Credits</i>)	144
Indeks Prestasi (<i>Grade Point Average</i>)	3,15
Predikat Kelulusan (<i>Graduate Grade</i>)	Very Good
Tanggal Masuk (<i>Date of Admission</i>)	[REDACTED]
Tanggal Lulus (<i>Date of Completion</i>)	[REDACTED]

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We're Starqle Indonesia

We deliver IT products and services with great user experience, IT artifacts that you'll find joy to interact with.



2019 CONFERENCE

Komunitas Ruby Indonesia

Indonesian Ruby Community

5:00PM • SPEAKER



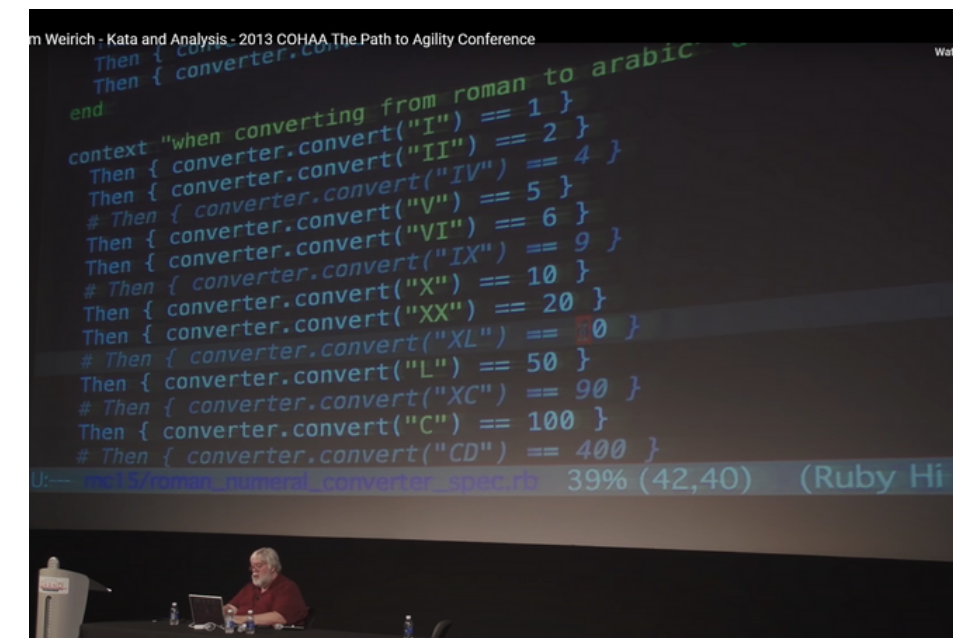
Jim Weirich

[🌐](#) [🐦](#) [Slides](#)

Jim Weirich first learned about computers when his college course: 'It will be useful, and you might enjoy it.'

With those prophetic words, Jim has been developing rocket launch data on supercomputers to work on his ukulele as time permits.

Currently he loves working in Ruby and Rails as the Chief Engineer on his ukulele as time permits.





jimweirich / **wyriki** Public

Notifications

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Thanks for everything, Jim.

We will miss you.

Put testing gems in both the development and test Gemfile groups

Browse files

master

jimweirich committed on Feb 19, 2014

1 parent 217622c commit d28fac7

Showing 2 changed files with 3 additions and 2 deletions.

Split

Unified

Filter changed files

Gemfile

Rakefile

2 Gemfile

@@ -34,7 +34,7 @@ group :doc do

34 34 gem 'sdoc', require: false



ahmetabdi on Feb 24, 2014

R.I.P Jim

84



FANWENBIN on Feb 25, 2014

R.I.P Jim :-(

8



dharajoshi on Mar 1, 2014

R.I.P.



ajeygore on Mar 2, 2014

RIP Jim, we were fortunate enough to have you at RubyConf india last year! thanks for everything.

Chapter I

The Revenge of Craftsmanship



In each of the chapter, I will present career-defining challenges that I faced during the timeframe...

Challenges

Projects keep getting delayed

Misalignment between timeline projection and actual project completion.

"Slow" application

Clients keep complaining that our application is "slow".

Repetitive works

For every new projects, we need to start from scratch.

Projects keep getting delayed

Misalignment between timeline projection and actual project completion.

Approach

Automated testing

Unit + integration testing

"Slow" application

Clients keep complaining that our application is "slow".

Approach

DB query tuning & index

Learn how our query perform and optimize as required.

Sync vs Async processing

Use each approach appropriately.

Monitoring

Utilize monitoring system to understand our application performance behavior.

Repetitive works

For every new projects, we need to start from scratch.

Approach

Reusable framework

Split codebase into 2, common and custom. Use open/closed principles to extend the "common" codebase for new clients.

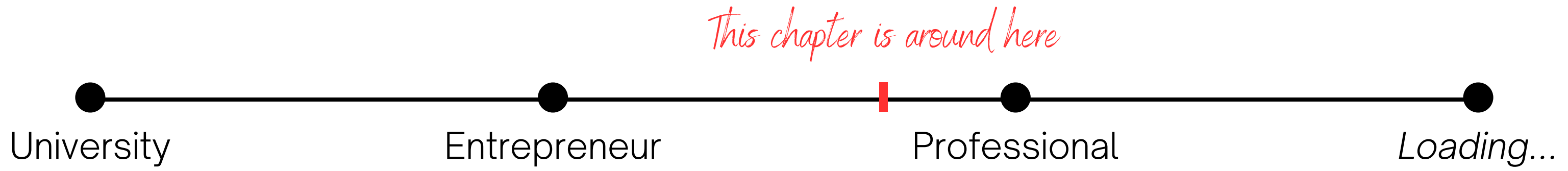
Notice something?..

All approaches that I took to solve the problems were 'technical' approaches.

In this chapter of my career I've learned about:
Craftsmanship

Chapter II

Fostering Flames



Challenges

Unable to get talents

We are competing with hot startups at that time, we couldn't provide better offer.

Unable to get talents

We are competing with hot startups at that time, we couldn't provide better offer.

Approach

Recruit self-driven people with potential

"If you can code, you can code"

Participate in the community

Share often to the community, advertise my company as a small, but great place to work and especially learn.

Build a learning culture

Mentor and learn from each other.

In this chapter of my career I've learned about:
Mentorship

Chapter III

Empowering for Purpose



Challenges

Big organization

200+ people in engineering team alone. Multinational across 5 countries.

Visibility issue

Build things but nobody are using, following our instructions or even listening.

Relationship

It's a totally new environment where I haven't formed relationship with most of the people.

Big organization

200+ people in engineering team alone. Multinational across 5 countries.

Visibility issue

Build things but nobody are using, following our instructions or even listening.

Relationship

It's a totally new environment where I haven't formed relationship with most of the people.

Approach

Back to basic

Build relationship one-by-one. Help other people before expecting their help. Grind.

Filling the gaps

Look and fix things that nobody is fixing. Deliver, build trust. Grind.

Handling more responsibility

Deliver even more impact. Don't betray the trust. Again, grind.

In this chapter of my career I've learned about:
Influence

Conclusion

So what are the skills that last a
lifetime?

For me, it's these three...

Craftsmanship

Ability to think in **first principle** and then **hone** and contribute to our craft

Mentorship

Ability to **convey what we know** to others and **get people up to speed**

Influence

Ability to **move people** towards a certain direction

Can we get it at Bangkit?

Can we get it at Bangkit?

We have provided the materials, mentors and environments for you to succeed.

Now it's up to you.

We call this adult learning (andragogy).

Thank You

If you like this kind of topics and discussions, feel free to participate in our community.

Find the information here:
<http://insinyur.online>

Insinyur Online

GOAL: LVL 10/2 Boosts

Events

PRIVATE+

- # diskusi-pengurus
- # todo
- # system

WELCOME :) +

- # baca-dulu
- # pengumuman
- # perkenalan
- # tweets

TOPIK +

- # bincang-bincang
- # career-advice
- # growth-mindset
- # kerja-efektif
- # sharing-buku
- # strukdat-algo

LAIN-LAIN +

- # guyon-dan-meme
- # pengumuman-bebas
- # usul

ARSIP +

December 25, 2022

@gio nah ini argumen gw yang agak beda kalau nyari software engineer, apalagi yang senior jangan2 (nanti) akan lebih gampang nyari oran

otnielhez

12/25/2022 11:41 AM

secara hipotetik make sense sih, kalau ada 2kandidat dengan fundamental kalau sama2 kuat, nilai plus nya ya domain knowledge yang dia punya.

fundamental udah jadi prasyarat, tapi domain knowledge secondary (nilai plus) karena sebenarnya bisa di akuisisi saat nyemplung di industri nya, dan banyak juga yang jadi industri/domain agnostik karena udah explore banyak domain. misal 2 tahun di banking, 3 tahun di ecommerce, 2 tahun di crypto dst, bisa jadi orang yg seperti ini bakal "outstanding" juga karena menunjukkan adaptability nya di berbagai domain

@M. Hanif Azhary

Kembali lagi ingin mencari apa menurutku, mas. Domain knowledge juga sebagian kecil dari software engineering. cmii

otnielhez

12/25/2022 11:44 AM

iya subjektif tergantung mau karirnya seperti apa

bisa jadi pas pindah kerja ditempat baru, domain knowledge nya yang udah dia punya jadi irelevan

btw domain knowledge yang gw maksud ini bukan technical ya, misal knowledge technical gimana bikin livestreaming yang scalable. atau bikin kompleks service arsitektur kalau di insurance company. tapi lebih ke sisi bisnis/product domain nya.

@otnielhez

fundamental udah jadi prasyarat, tapi domain knowledge secondary (nilai plus) karena sebenarnya bisa di akuisisi saat nyemp

gio

12/25/2022 12:21 PM

jadi isunya kalau pemahaman fundamental itu nanti akan semakin banyak dan mudah diakses dimana2 tapi pemahaman domain knowledge hanya bisa benar2 didapat kalau kita udah nyemplung kan ini yang menarik - jadi effort untuk mendapatkan domain knowledge akan lebih sulit

December 28, 2022

@gio jadi kayaknya si DBA itu jadi irreplaceable buat perusahaan kalau dia cabut bakal ribet banget gantinya karena udah terlanjur terlalu

Didik

12/28/2022 7:24 AM

single point of failure

January 30, 2023

reyy

01/30/2023 3:14 AM

Selamat malam bang @gio dan bang @qblfrb dan abang2 kakak2 di sini, mau nanya nih.

Jadi disini sy sedang proses finding new job sebagai DE dan saya tinggal bbrp minggu lagi di tempat lama saya (tp udh notice 1 bln ke tim lama btw). Nah ada company (sebut aja X) yang saya dinyatakan lolos dari semua seleksi, dan dalam waktu dekat akan memberikan offering letter dan jumat kemarin sudah dijelaskan beberapa benefit dari company X tersebut.

Namun, di saat yang sama saya sudah melakukan interview di company lain yg bisa dibilang company Y dan dari semua yang diceritakan tentang company Y dari segi benefit, culture dll. (karena temen saya ada yg udah di sana duluan) saya lebih yakin ke company Y meskipun menurut saya, saya bisa berkembang di X karena DE nya sama sekali blm ada (saya akan jadi DE pertama di sana kalo saya jadi terima), tapi karena benefit seperti medical dll blm ada, saya jadi agak mikir soalnya saya emg sering kontrol penyakit jg.

Masalahnya disini adalah company Y blm memberikan announce result apa2 terkait proses saya dan company X hanya memberikan waktu 2 hari sejak offering letter diberikan untuk mikir2. apakah memungkinkan dari saya nego lagi ke HR company X biar diperpanjang lagi masa negonya? Soalnya agak takut juga sih gambling lepas company X tapi malah Y nya