# Developer Survey

Welcome to the developer incentive and job satisfaction survey! This survey will help senior leaders increase the visibility and job satisfaction of our developer community. It is our goal to recruit, cultivate, and retain a highly qualified developer community that collaboratively and creatively overcomes some of our most difficult technical problems. This survey will help us determine how we should recognize and reward these developers.

Do not discuss sensitive operational information, or information injurious to the Army or any individuals, or subjects mentioned in AR 360-1, paragraphs 5-3a(1) through 5-3a(20).

1. **Your age**: _____
2. **Your Gender**: ○ Male     ○ Female
3. **Your rank/grade/MOS**: _____
4. **Years of Development Experience**: _____
5. **Education Level** ○ Undergraduate     ○ Masters     ○ PhD
6. **What is your work role**: _____
7. **In your work role, what level of certifications have your achieved?** _____
8. **Were you able to receive any additional training outside of your work role certification?**

   _____

9. **Do you think that 17D cyber developers who have reached a certain level of progress within their JQR qualification should be recognized with a badge or other accoutrement on their uniform?** ○ YES     ○ NO     ○ INDIFFERENT
10. **If yes, should this be a tab worn over the unit patch (like the Ranger Tab) or a badge worn on the front of the uniform above the name tape (like airborne wings)?**
    - ○ Tab (like Ranger Tab)
    - ○ Badge (like airborne wings)
    - ○ Indifferent
11. **If yes, should the badge also indicate the developer level of proficiency (basic, senior, master)?** ○ YES     ○ NO     ○ INDIFFERENT

**Regardless of your response on previous questions, rank order the following when you consider job satisfaction:**

12. **Relevant operational missions**

    least important ○—○—○—○—○—○ most important
13. **Motivational leadership**

    least important ○—○—○—○—○—○ most important
14. **Encouraging and collaborative developer community**

    least important ○—○—○—○—○—○ most important
15. **Incentive pay**

    least important ○—○—○—○—○—○ most important
16. **Developer badges or other accoutrement that visually recognizes your developer expertise**

    least important ○—○—○—○—○—○ most important
17. **An operational development environment that makes it easy for you to showcase your skills**

    least important ○—○—○—○—○—○ most important

18. Currently the **17D** developer program provides a tiered incentive pay from $\$1000 \rightarrow \$1500$ **per month. Would this pay affect your decision to stay in the Army or seek outside employment?**

very little ◯—◯—◯—◯—◯ alot

19. **What do you enjoy about your job?**

_____

_____

_____

_____

20. **What frustrates you about your job?**

_____

_____

_____

_____

21. **Do you feel your skills are being used to the greatest effect in support of your mission?**

_____

_____

_____

_____

22. **What can we do to make your job better?**

_____

_____

_____

_____

23. **If you could change how we train and retain the personnel in your work role, what would you suggest?**

_____

_____

_____

_____

24. **What is/are the most important factor(s) in determining whether you remain in the Army?**

_____

_____

_____

_____

25. **What is your "can't turn down criteria" - What is the "deal breaker" that if not addressed will cause you to leave the Army (ie: What offer can we make that would incentivize you above all other opportunities to remain a Soldier)?**

_____

_____

_____

_____

26. **This is an anonymous survey that will be read by ARCYBER senior leaders. Is there anything you would like to add that will assist the command in retaining personnel with mission critical, low-density skills?**

_____

_____

_____

_____