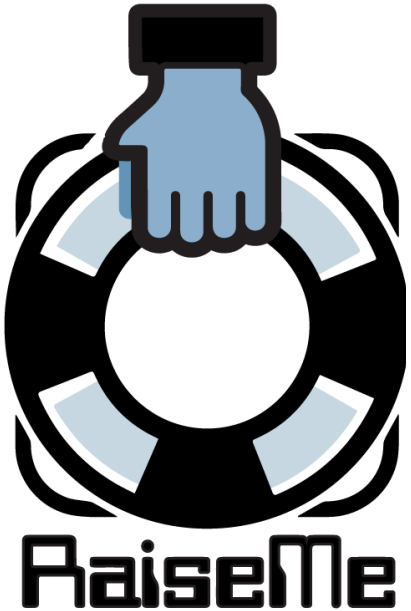
Open Source Career Day



SCALE

How to Get Experience When You Have No Experience

Jenson Crawford and Lori Barfield

March 17, 2024

The Experience Paradox

How do I get experience if no one will hire me without experience?

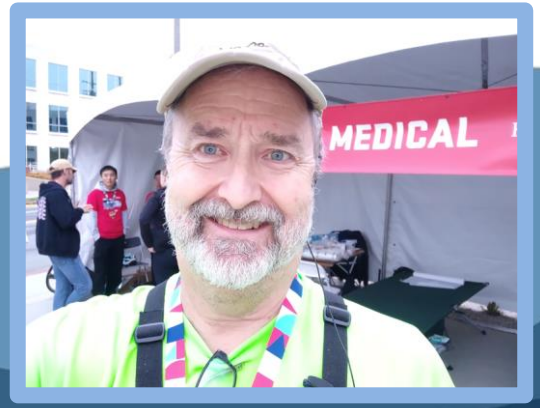
RaiseMe Canned Work Experience

Image credit:
Jenson Crawford

About Me

Jenson Crawford

- Hiring Manager
- Software Executive
- Ham Radio Operator
- Boat Crew, Instructor, Vessel Examiner

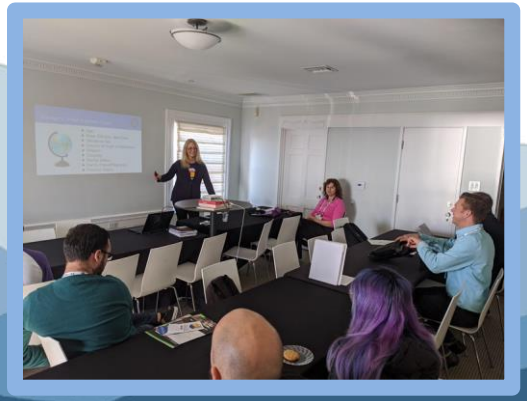


My Volunteer Lives

About Me

Lori Barfield

- SCaLE & RM Organizer
- Boat Crew, Watchstander
- National Branch Assistant
- Former Executive, Hiring Manager, and Contrarian



My Volunteer Lives

Welcome

How to Get Experience

When You Have No Experience

Today's Talk

1. Addressing The Experience Paradox
2. The RaiseMe Game Plan
3. The Volunteer Work Connection
4. Q & A

Today's Talk

1. **Addressing The Experience Paradox**
2. The RaiseMe Game Plan
3. The Volunteer Work Connection
4. Q & A

Why Volunteer Work Experience

- Hands on experience skills

Photo Credit:
nwire-consulting.com

Why Volunteer Work Experience

- Qualification Flexibility

Photo Credit:
Brad Power, Successful Workplace

Why Volunteer Work Experience

- Flexible time commitment

Image Credit:
Salvador Dali

Why Volunteer Work Experience

- Rewarding and Fulfilling

Photo Credit: Novilase

Volunteering Led to Career Change

I spent 10 Years as a Sound Engineer

Photo Credit: Jenson Crawford

Photo Credit: MusiciansPro

Unpaid Experience

- Contribute to Open Source Projects

Photo Credit:
WOSU

Unpaid Experience

- Conferences: Don’t Just Attend… Volunteer!

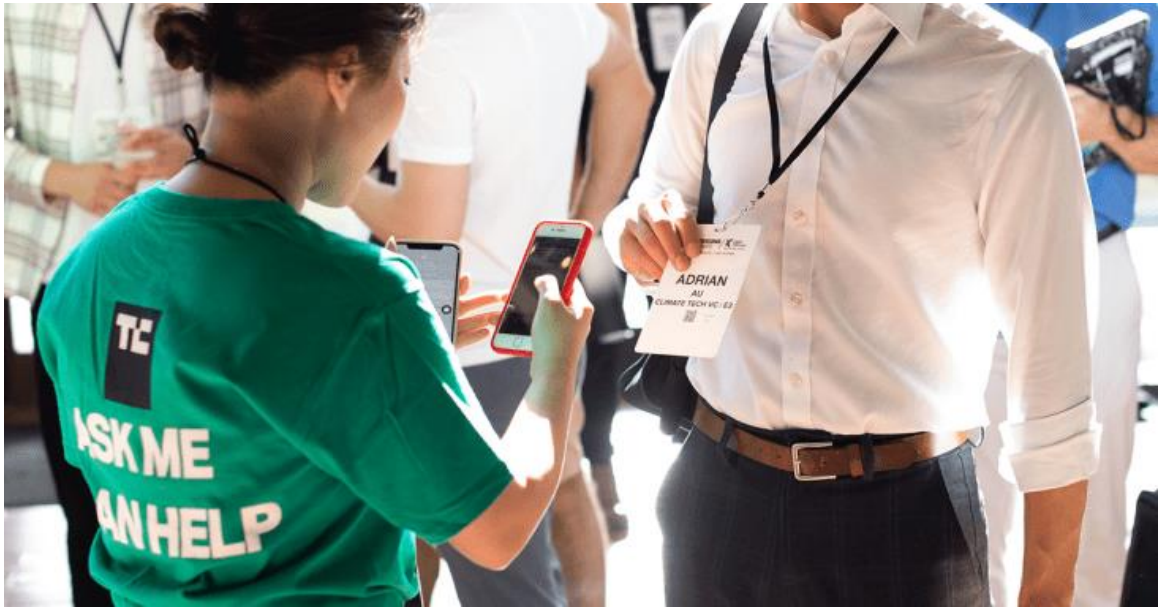


Photo Credit:
techcrunch.com

Unpaid Experience

- Play, not Work

Photo Credit:
technoworks.com

Unpaid Experience

- Find a Mentor

Photo Credit:
corporateculturepros.com

Unpaid Experience

- Be a Mentor

Photo Credit:
onlinedegrees.unr.edu

Unpaid Experience

- Speak at Meetings

Photo Credit:
exceptionnotfound.net

Unpaid Experience

- Multiple Social Spheres

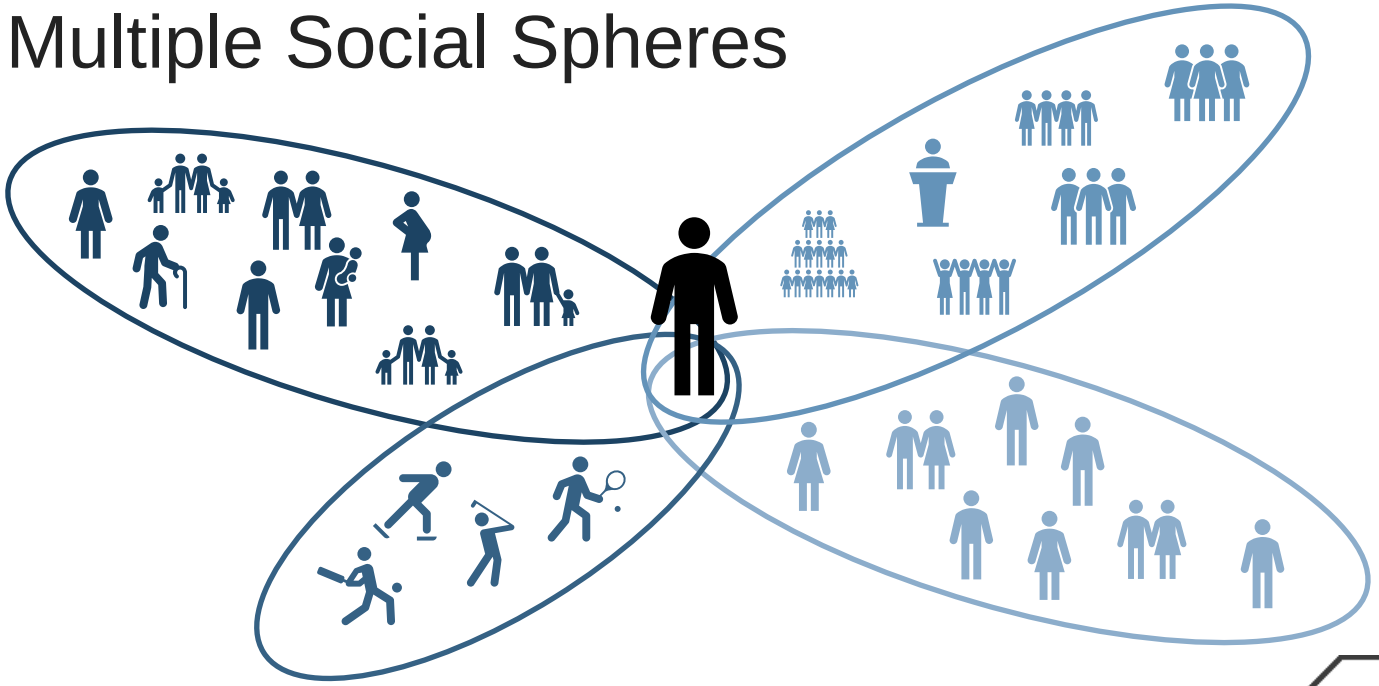
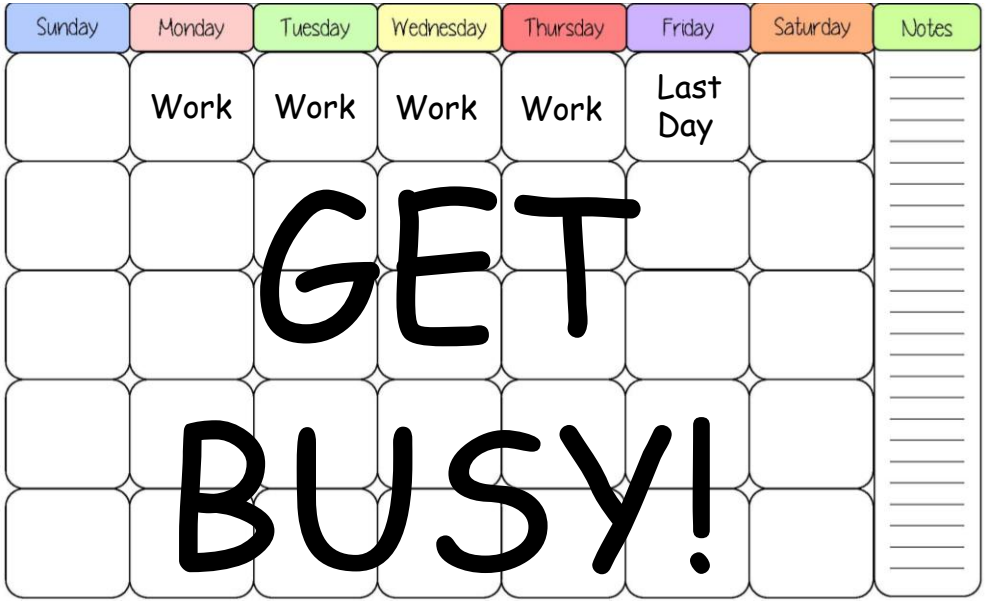


Image credit:
Jenson Crawford

Unpaid Experience

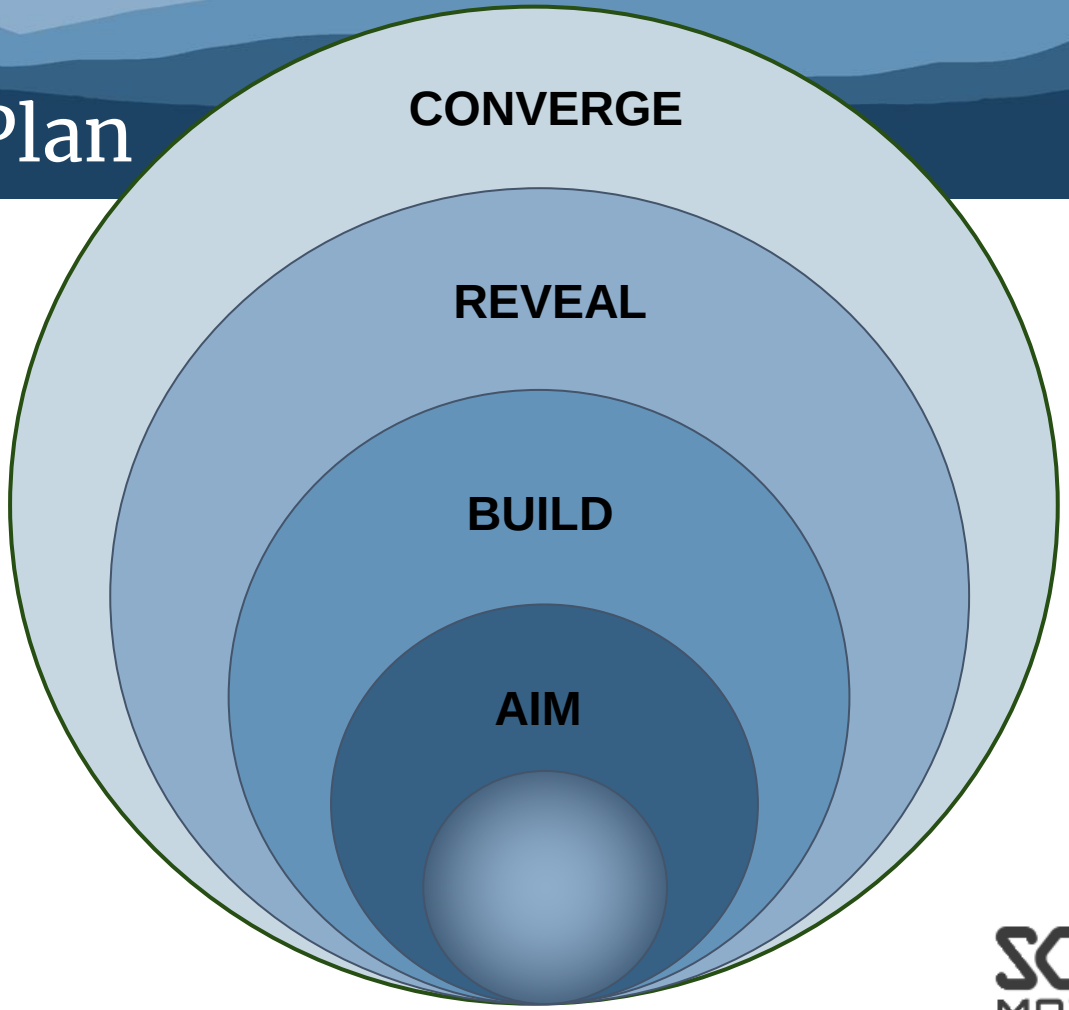
- In-Between Time



Today's Talk

1. Addressing The Experience Paradox
2. **The RaiseMe Game Plan**
3. The Volunteer Work Connection
4. Q & A

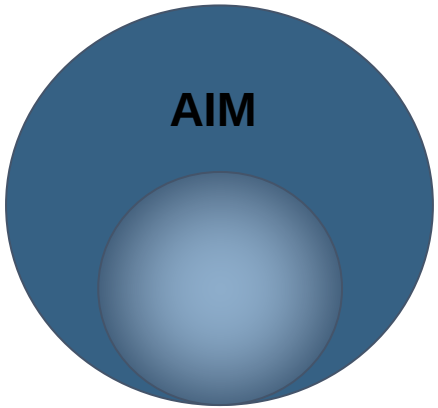
Our Game Plan



RaiseMe

SCaLE 21x
MAR 14-17

Our Game Plan



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MAR 14-17

Aim

What's Next?

- Marketable Skillset
- Appropriate Role

And Where?

- Strong Industry
- Growing Companies

Industries & Companies

Top 15+ Industries that are Growing in the US

- Software Development and IT Services. ...
- E-commerce and Online Retail. ...
- Healthcare and Telemedicine. ...
- Artificial Intelligence and Machine Learning. ...
- Financial Technology (Fintech) ...
- Renewable Energy. ...
- Robotics and Automation. ...
- Online Learning and Education Technology.

More items... Jan 18, • 2024

RaiseMe

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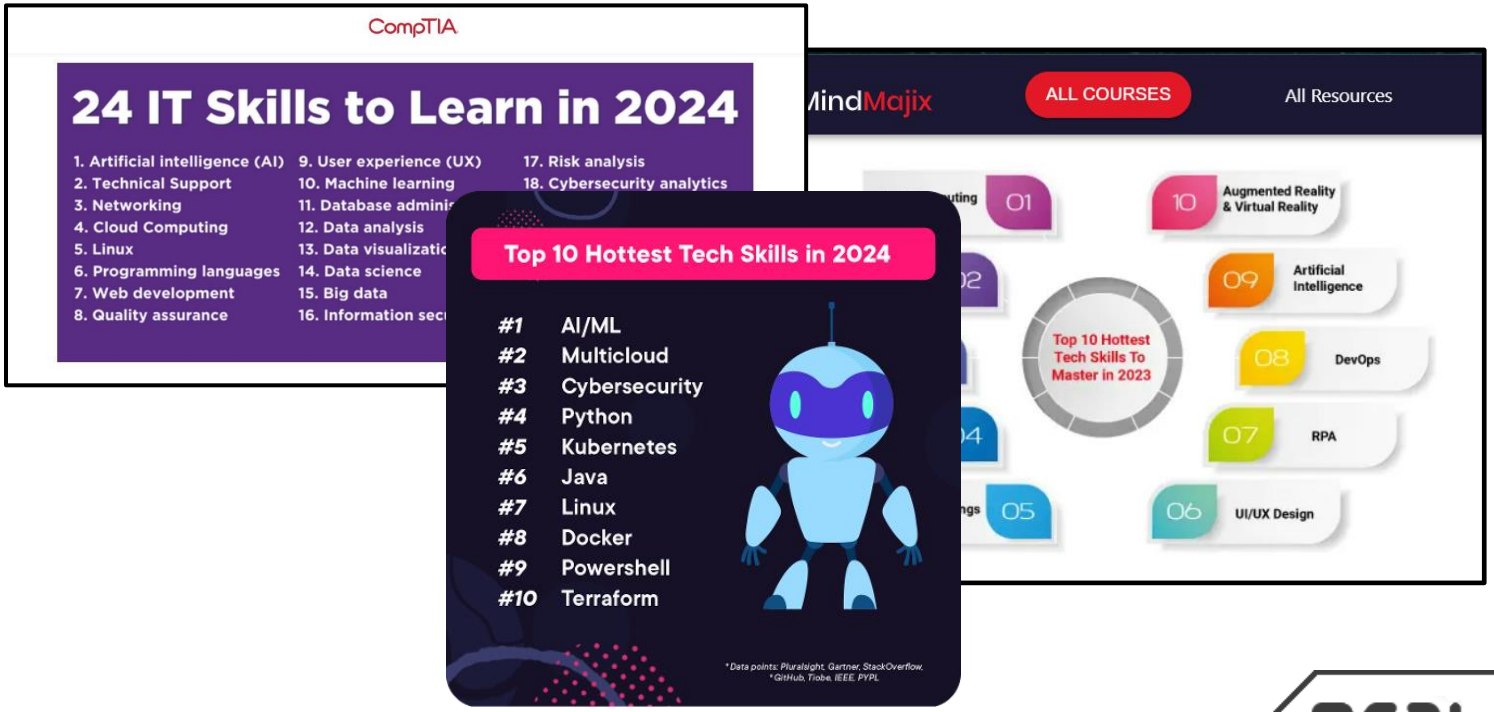
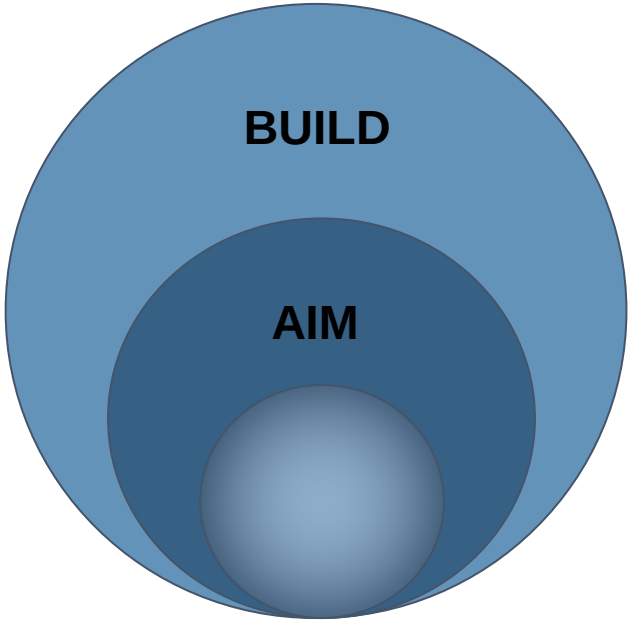
Skills in Demand



SCaLE 21x Sponsors

Google
CLOUD NATIVE COMPUTING FOUNDATION
aws
Grafana Labs
arm
fleet
FUJITSU
new relic
FreeBSD FOUNDATION
framework
GitHub
Site24x7
Crafted at ZOHO Corp.
tailscale
DATADOG
Chainguard
SauceLabs
Red Hat
Meta
HASURA
PostgreSQL
Microsoft
checkmk
SigLens
Coder
SPEEDSCALE
CommitGo
StormForge
Canonical
NetKnights
securing your identity
Rocky Linux
AppsCode
DBHawk
OpenSource JOBHUB
SUSE
CAMUNDA
FOSSA
SigLens
flox
PERCONA
kube CAREERS
PERFORCE
elastic
WIZ
warp
DBeaver
DBHawk
instaclustr by NetApp
LINBIT
MySQL
lakeFS
uila
open.intel
PingCAP

Our Game Plan

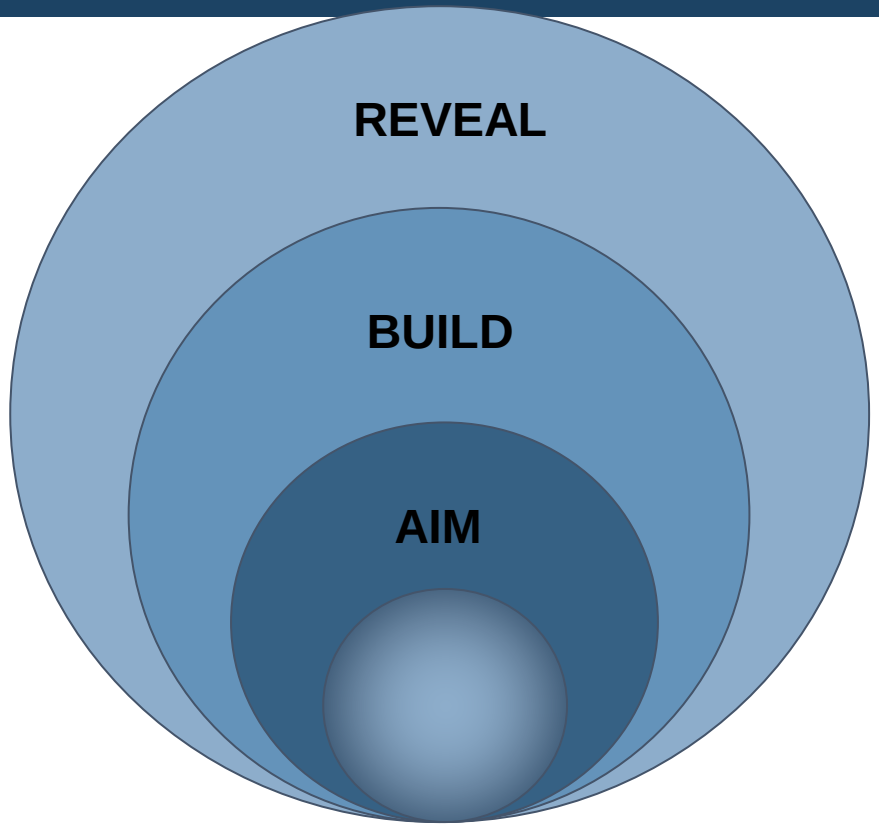


Build

- Treat In-between Time Like a Job
- Jenson's Tips Build Resume Blocks

1. Volunteer Work Experience
2. Cons/Meetups/Talks
3. Open Source Projects

Our Game Plan



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Reveal

Your New Skills & Experience

- LinkedIn profile
- Build your brand in SM
- Publish to open source repos
- User groups

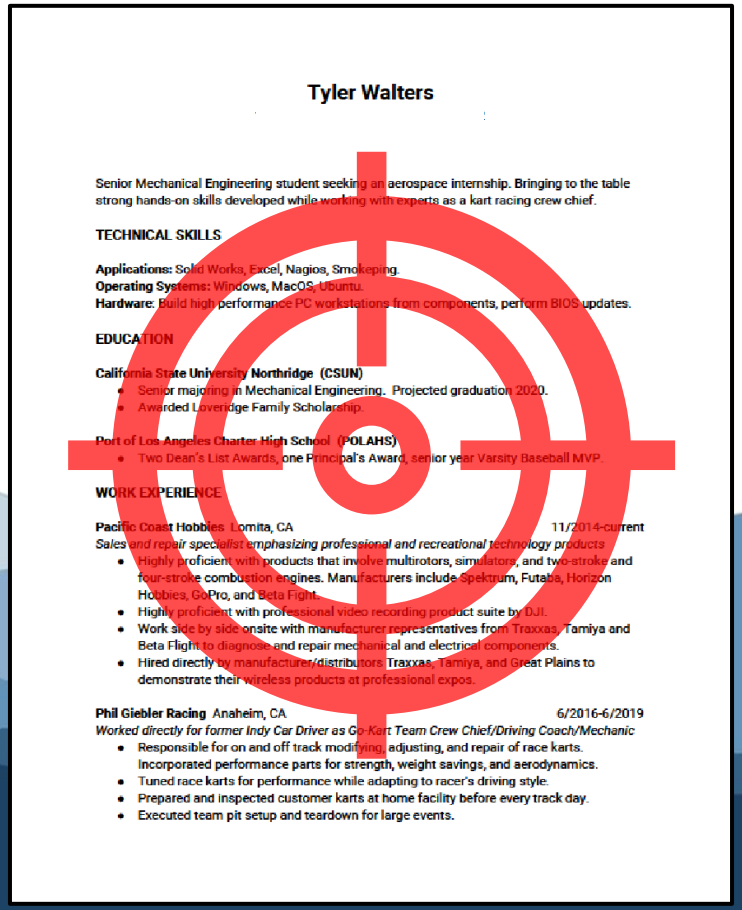
The Role You Want

- LinkedIn Status
- Elevator pitch
- 90-second video

But the most important tool is…

Your Resume

Targeted



Tyler Walters

Senior Mechanical Engineering student seeking an aerospace internship. Bringing to the table strong hands-on skills developed while working with experts as a kart racing crew chief.

TECHNICAL SKILLS

Applications: Solid Works, Excel, Nagios, Smokeping.
Operating Systems: Windows, MacOS, Ubuntu.
Hardware: Build high performance PC workstations from components, perform BIOS updates.

EDUCATION

California State University Northridge (CSUN)
- Senior majoring in Mechanical Engineering. Projected graduation 2020.
- Awarded Loveridge Family Scholarship.

Port of Los Angeles Charter High School (POLAHS)
- Two Dean's List Awards, one Principal's Award, senior year Varsity Baseball MVP.

WORK EXPERIENCE

Pacific Coast Hobbies Lomita, CA 11/2014-current
Sales and repair specialist emphasizing professional and recreational technology products
- Highly proficient with products that involve multirotors, simulators, and two-stroke and four-stroke combustion engines. Manufacturers include Spektrum, Futaba, Horizon Hobbies, GoPro, and Beta Flight.
- Highly proficient with professional video recording product suite by DJI.
- Work side by side onsite with manufacturer representatives from Traxxas, Tamiya and Beta Flight to diagnose and repair mechanical and electrical components.
- Hired directly by manufacturer/distributors Traxxas, Tamiya, and Great Plains to demonstrate their wireless products at professional expos.

Phil Giebler Racing Anaheim, CA 6/2016-6/2019
Worked directly for former Indy Car Driver as Go-Kart Team Crew Chief/Driving Coach/Mechanic
- Responsible for on and off track modifying, adjusting, and repair of race karts. Incorporated performance parts for strength, weight savings, and aerodynamics.
- Tuned race karts for performance while adapting to racer's driving style.
- Prepared and inspected customer karts at home facility before every track day.
- Executed team pit setup and teardown for large events.

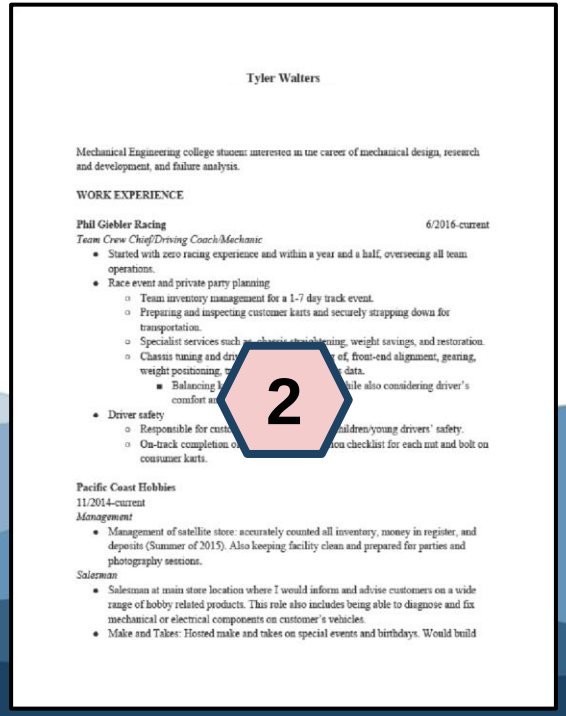
Use a Master Resume

mGage/Kaleyra November 2017 – February 2023

SMS messaging company, one of four in US with direct connections to all four major carriers. I was sucked back into senior management after my Director announced his departure on my first day, and the VP engineering announced his departure shortly thereafter. Migrated from Oracle's Java to Amazon's Corretto 8 and 11. Implemented Jellyfish. Promoted to director after 3 months leading the team. Later promoted to senior director. 12-hour planned outage for migration of Oracle 11 to Oracle 12. Strengthen relationships with Courtney in product management. I built a development team in the DR from scratch, building on the success of the Ops team and QA team. Created a GAAP co[illegible]-tracking and allocation system for software work[illegible] response teams on phone bridge to resolve produ[illegible]d infrastructure issues. Developed strong frien[illegible]g relationships with the operations, Fraser, and [illegible]yan, teams. Migrated a co-located data center in Lon[illegible], because the co-lo company lost their lease. Attended customer QBRs. Implemented a unified development process; post-deployment issues were reduced by 70%. Delivered software handling billions of messages per month: SMS/MMS/RCS. Architecture migration form monolith to micro-services and cloud native. Reorganized team in UK, US, and DR; velocity increased by 20%. Great relationships with fellow directors, VPs and C-level leaders. Provide regular updates to stakeholders. Worked to quickly resolve open customer issues. Worked with Stephanie on closing LA office post COVID at the end of our lease. Participated in leadership consolidation and lead team building exercise for executives sailing together down the west coast of Italy. Built strong relationships with my counterparts in India and Italy post acquisition. Travelled to India and Italy to strengthen team relationships and learned more about communication gaps that exist due to assumed communication. Implemented a new, automated, GAAP compliant labor tracking system using data from Jira and GitHub to create reports for CapEx and R&D credits.

1

Original Narrative



Tyler Walters

Mechanical Engineering college student interested in the career of mechanical design, research and development, and failure analysis.

WORK EXPERIENCE

Phil Giebler Racing 6/2016-current

Team Crew Chief/Driving Coach/Mechanic

- Started with zero racing experience and within a year and a half, overseeing all team operations.
- Race event and private party planning
  - Team inventory management for a 1-7 day track event.
  - Preparing and inspecting customer karts and securely strapping down for transportation.
  - Specialist services such as [illegible], weight savings, and restoration.
  - Chassis tuning and dri[illegible] of, front-end alignment, gearing, weight positioning, [illegible] data.
    - Balancing l[illegible]ile also considering driver's comfort a[illegible]
- Driver safety
  - Responsible for cust[illegible]ildren/young drivers' safety.
  - On-track completion o[illegible]ion checklist for each nut and bolt on consumer karts.

Pacific Coast Hobbies

11/2014-current

Management

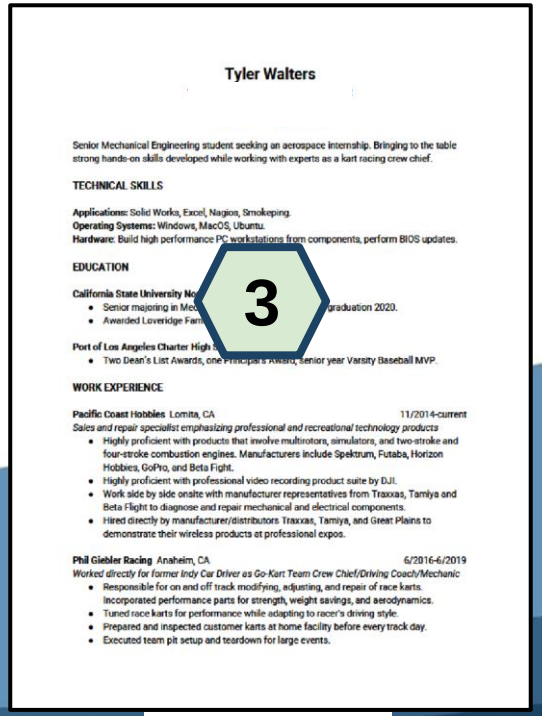
- Management of satellite store: accurately counted all inventory, money in register, and deposits (Summer of 2015). Also keeping facility clean and prepared for parties and photography sessions.

Salesman

- Salesman at main store location where I would inform and advise customers on a wide range of hobby related products. This role also includes being able to diagnose and fix mechanical or electrical components on customer's vehicles.
- Make and Takes: Hosted make and takes on special events and birthdays. Would build

2

Master Page 1



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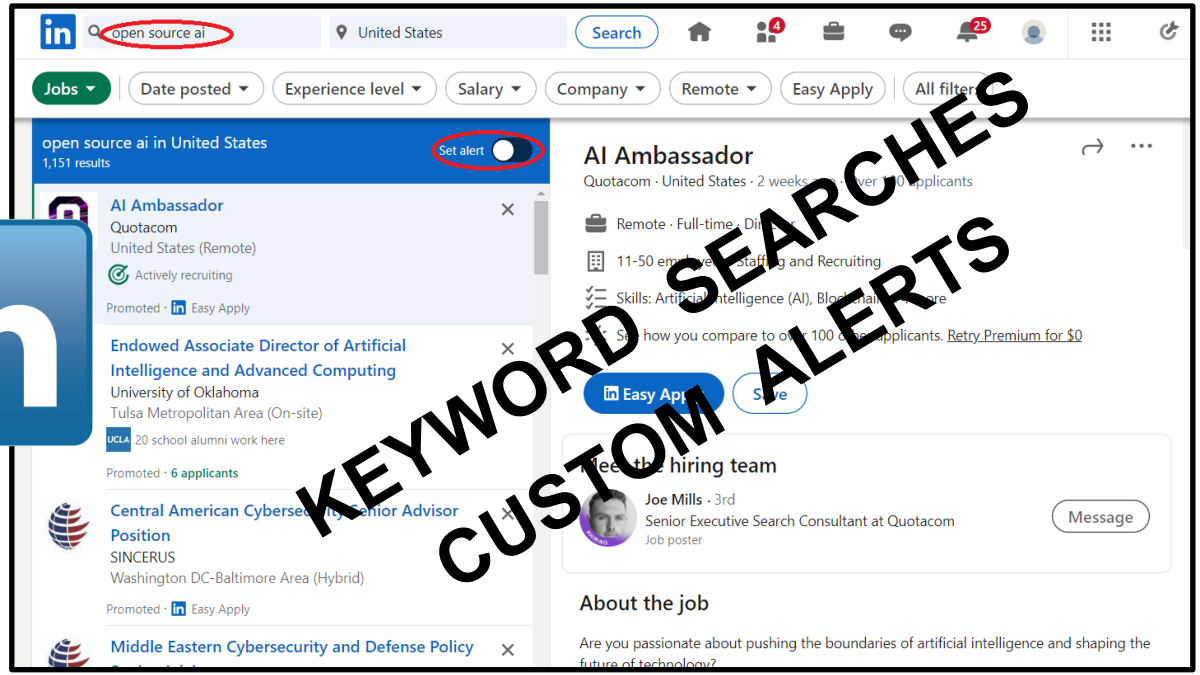
3

Targeted

Target -> Job Post

- OpenSourceJobHub.com
- LinkedIn.com
- FOSSjobs.net
- github: t9tio/open-source-jobs
- Monster.com

Target -> Job Post



"Open Source"

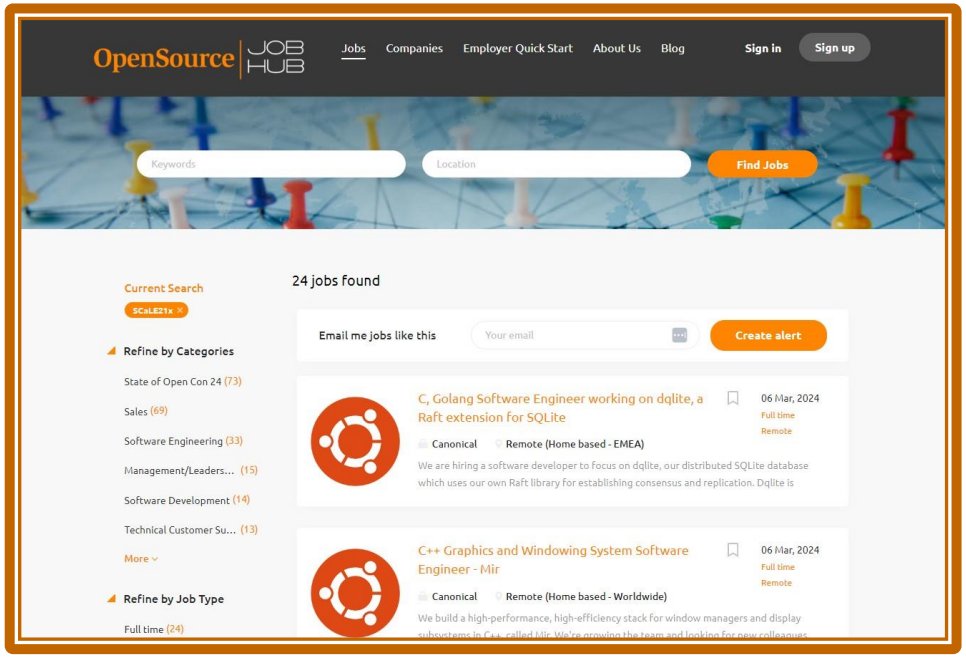
"Non-profit"

"Devops"

"Kerberos"

"Returnship"

Target -> Job Post



https://OpenSourceJobHub.com/scale21x

Today's Talk

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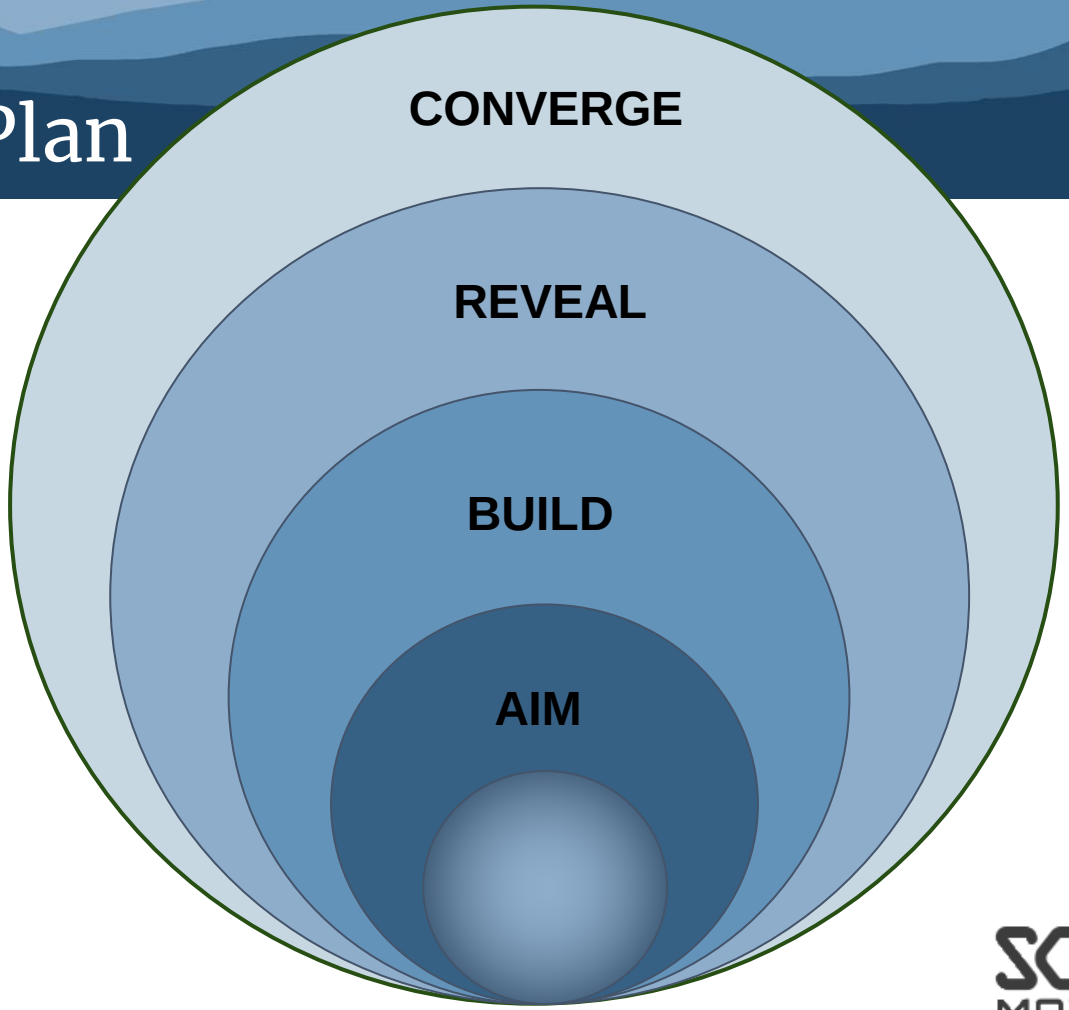
2. The RaiseMe Game Plan
3. **The Volunteer Work Connection**
4. Q & A

Our Game Plan



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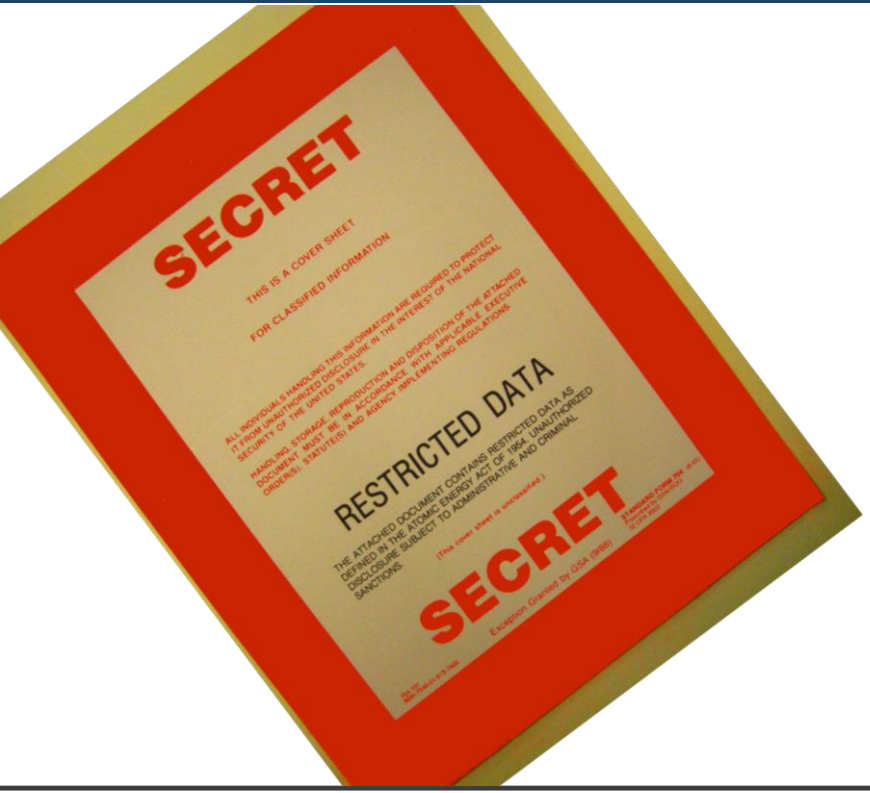
Intel on Latest Developments



- LinkedIn
- Glassdoor
- Kununu
- Facebook
- Paysa
- Indeed
- Hire
- Crunchbase
- Blind

Negotiating Beyond Salary

- WFH Schedule
- Signing Bonus
- Vacation Accrual/Balance
- Sabbatical
- Flex Time
- Training/Certifications
- Training/Certifications
- Tuition/Books
- Stock Options
- Restricted Stock Units
- Bring Pet to Work
- Parking Space

Volunteer Work Connection

- Integrate Volunteer Work with Resumes and Interviews
- Resume = Talking Points
- Tie-In Theme: What I Want to do When I Grow Up

Volunteer Work Connection

- Emphasize what hiring managers are looking for in your vertical
- Don’t just answer, *pitch* (concisely)
- Leadership roles have familiar challenges: budgeting, recruiting, legal, managing virtual teams

Volunteer Work Connection

- Sound like a fit with different teams but common threads
- Take on a volunteer role in more than one sphere
- In resume and interviews, emphasize common skills leveraged in both roles
- Highlight progression in challenges, responsibilities

John Sicklick's Good Advice

- Monster.com blog:

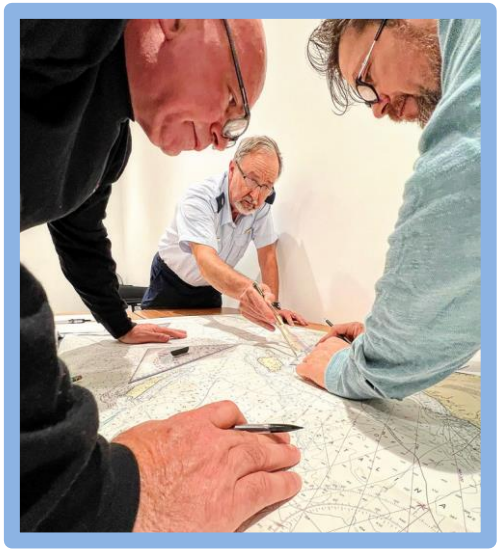
Volunteering Can Buy You IT Experience

https://www.monster.com/career-advice/article/volunteer-to-get-it-experience

Credit To

- Many Past Mentors & RaiseMe Alums
- Bryna Kirzner, Saturday Speaker
- John Sicklick, LBCC Professor
- Paris Pickard, Flotilla Commander

Why the Uniform Today?



AND...

Info on being an ISEF judge
https://www.societyforscience.org/isef/grand-award/

Grand Award Judging - Society for ...

Students finalists overwhelmingly say that the most significant interactions that they have a...

www.societyforscience.org

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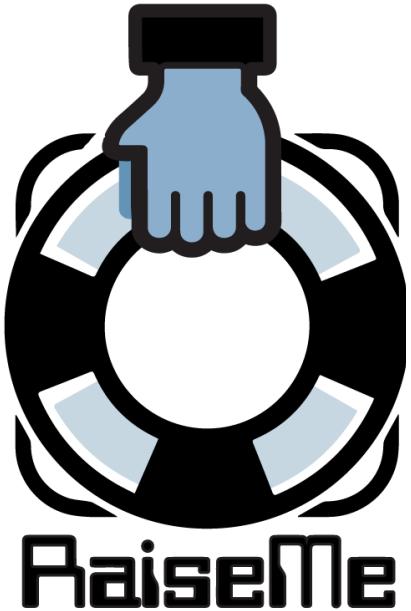
Thank You from RaiseMe



RaiseMe Talks in this Room

10:05 - 10:50	How to Get Experience When You Have No Experience
11:00 - 11:50	Embracing Global Open Source Career Adventures
12:00 - 12:50	Should You Become an Engineering Manager?
13:00 - 13:50	A Beginners Guide to Career Progression in Tech
14:00 - 14:50	Project Caua: Students Creating their own businesses

Other OSCD Offerings

https://www.socallinuxexpo.org/scale/21x/open-source-career-day

Open Source JobHub Job Board https://opensourcejobhub.com/scale21x/

Consulting Form https://tinyurl.com/SCaLE21x-OSCD-Consulting

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