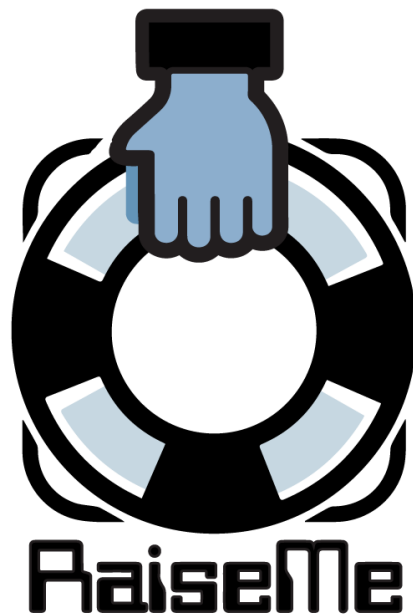


Open Source Career Day



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



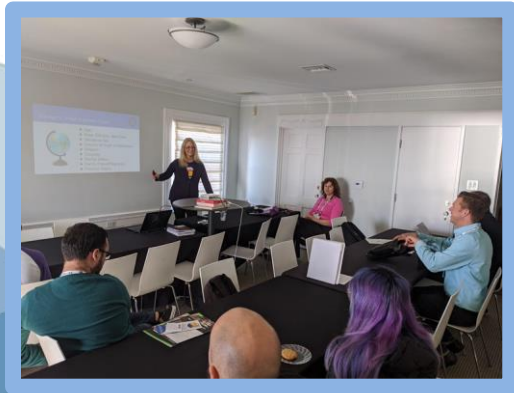
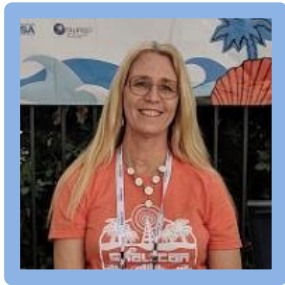
Lori Barfield

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



SCaLE **21X**
MAR 14-17





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 Dalí

Why Volunteer Work Experience



- Rewarding and Fulfilling



Photo Credit:
Novilase

SCALE 21X
MAR 14-17



Volunteering Led to Career Change



I spent 10 Years
as a Sound Engineer

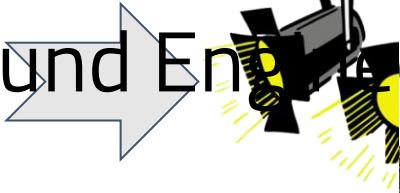


Photo Credit:
Jenson Crawford

Photo Credit:
MusiciansPro

Unpaid Experience



- Contribute to Open Source Projects



Photo Credit:
WOSU



Unpaid Experience



- Conferences: Don't Just Attend... Volunteer!

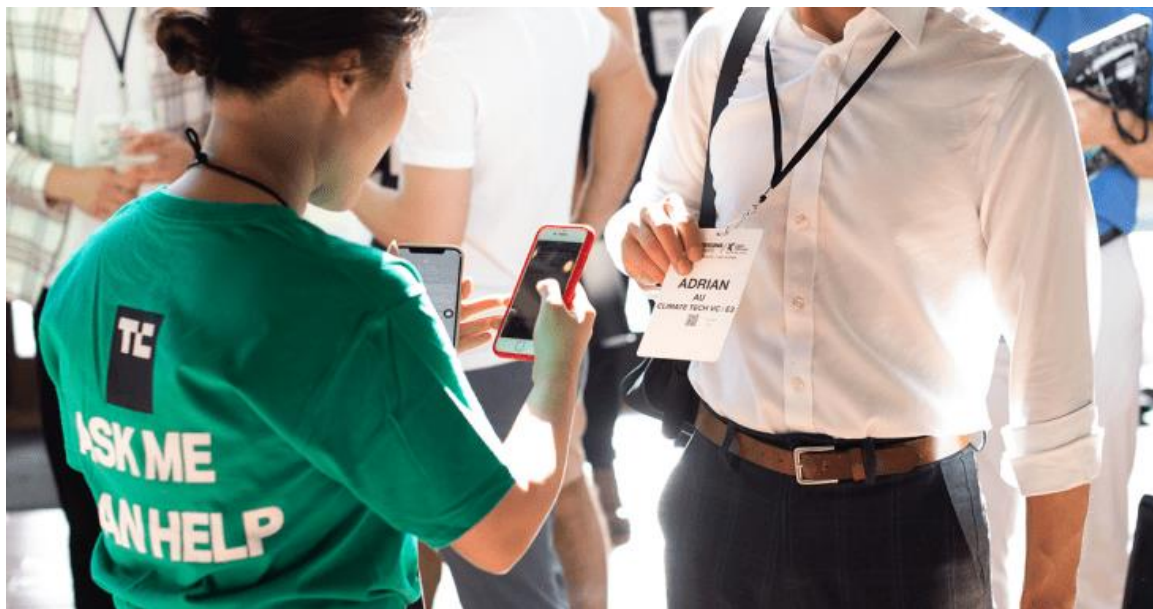


Photo Credit:
techcrunch.com



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

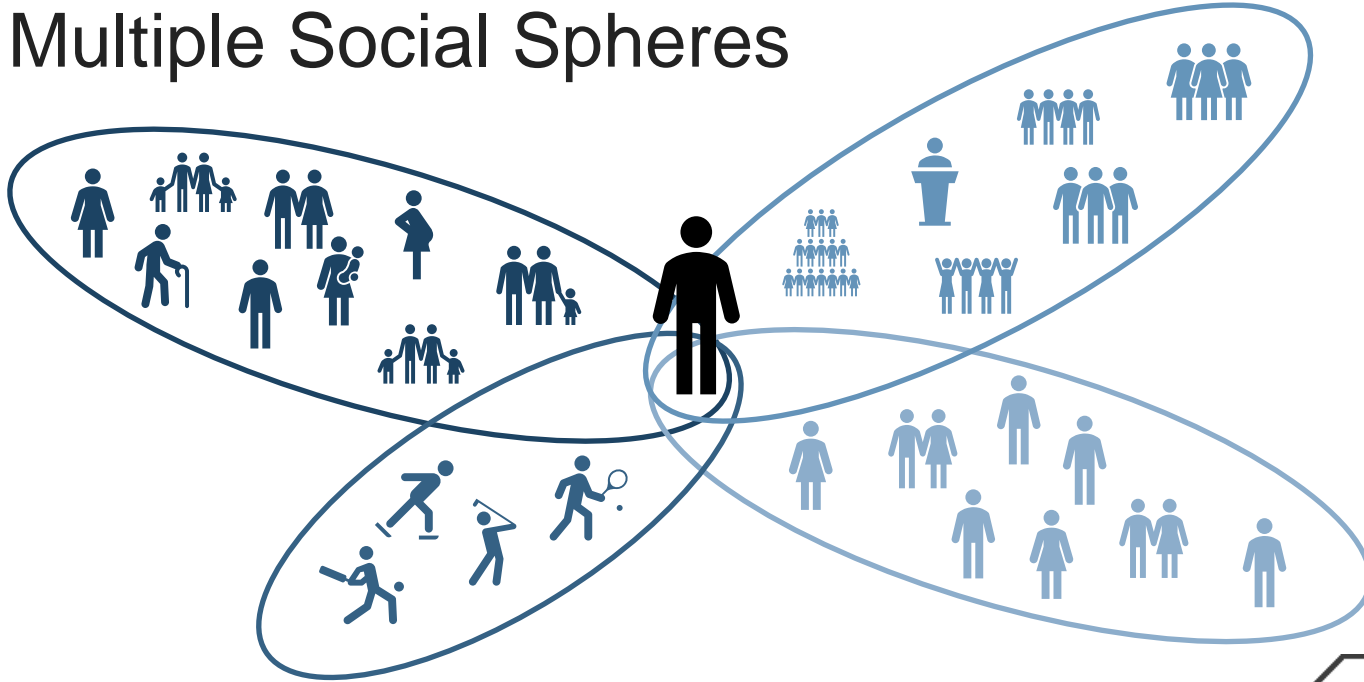


Image credit:
Jenson Crawford



Unpaid Experience



- In-Between Time

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes	
	Work	Work	Work	Work	Last Day			
GET BUSY!								

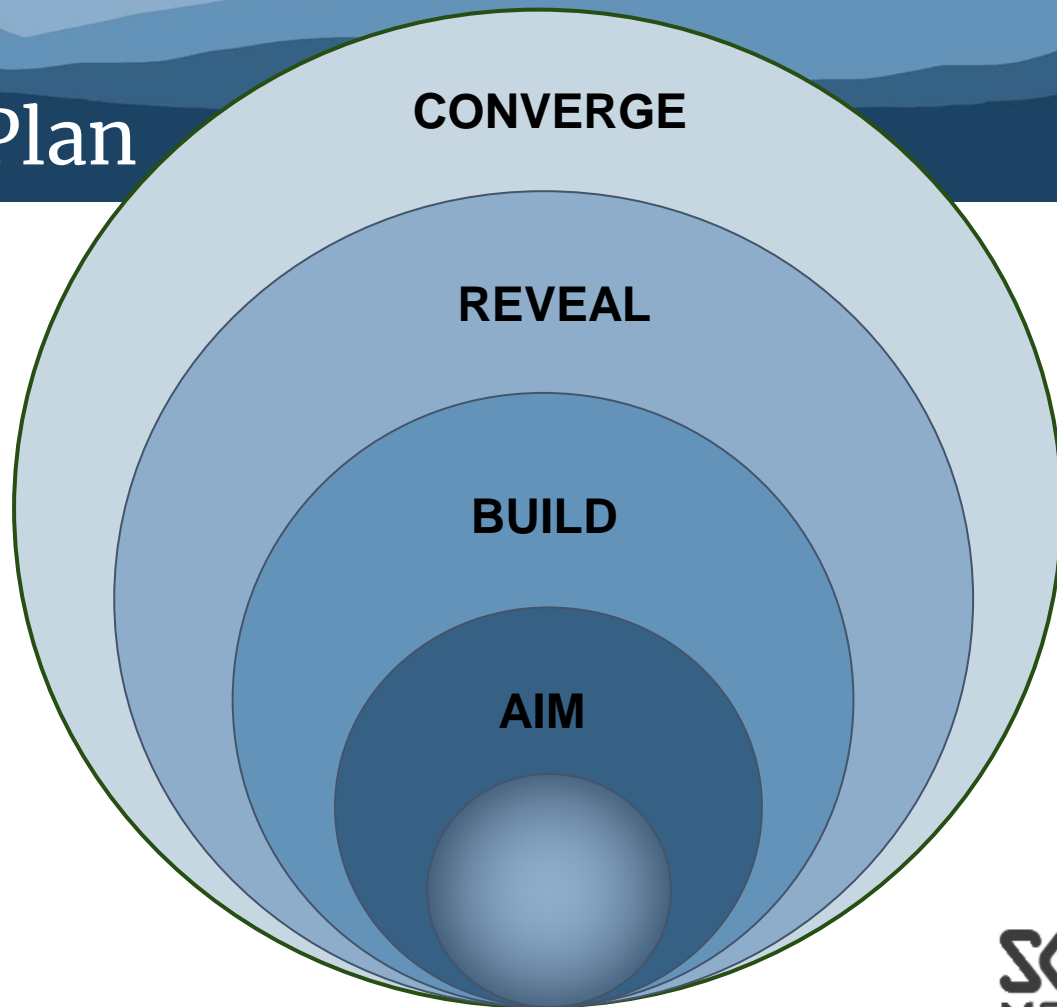


Today's Talk

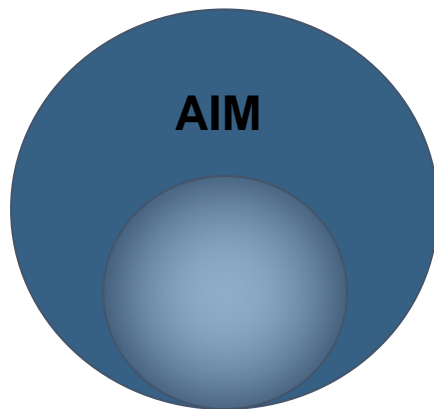


1. Addressing The Experience Paradox
- 2. The RaiseMe Game Plan**
3. The Volunteer Work Connection
4. Q & A

Our Game Plan



Our Game Plan





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

INVESTOR'S BUSINESS DAILY®

SEARCH

Fastest-Growing Companies: Zoom, Netflix, Amazon Among Stocks Expecting Up To 593%

Forbes

Which Companies Did Well During The Coronavirus Pandemic?

5 Ways The 50 Fastest Growing Women-Run Businesses Survive The Coronavirus And Thrive



Skills in Demand



CompTIA

24 IT Skills to Learn in 2024

1. Artificial intelligence (AI)
2. Technical Support
3. Networking
4. Cloud Computing
5. Linux
6. Programming languages
7. Web development
8. Quality assurance
9. User experience (UX)
10. Machine learning
11. Database administration
12. Data analysis
13. Data visualization
14. Data science
15. Big data
16. Information security
17. Risk analysis
18. Cybersecurity analytics

Top 10 Hottest Tech Skills in 2024

- #1 AI/ML
- #2 Multicloud
- #3 Cybersecurity
- #4 Python
- #5 Kubernetes
- #6 Java
- #7 Linux
- #8 Docker
- #9 Powershell
- #10 Terraform



*Data points: Pluralsight, Gartner, StackOverflow, GitHub, Froie, IEEE PVP.

MindMajix

ALL COURSES

All Resources

Top 10 Hottest Tech Skills To Master in 2023

- 01
- 02
- 03
- 04
- 05
- 06 UI/UX Design
- 07 RPA
- 08 DevOps
- 09 Artificial Intelligence
- 10 Augmented Reality & Virtual Reality

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MAR 14-17



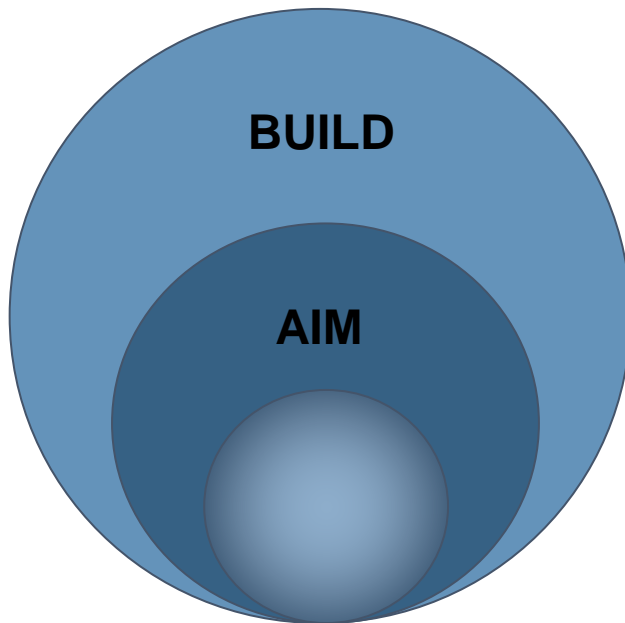
socallinuxexpo.org

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Our Game Plan



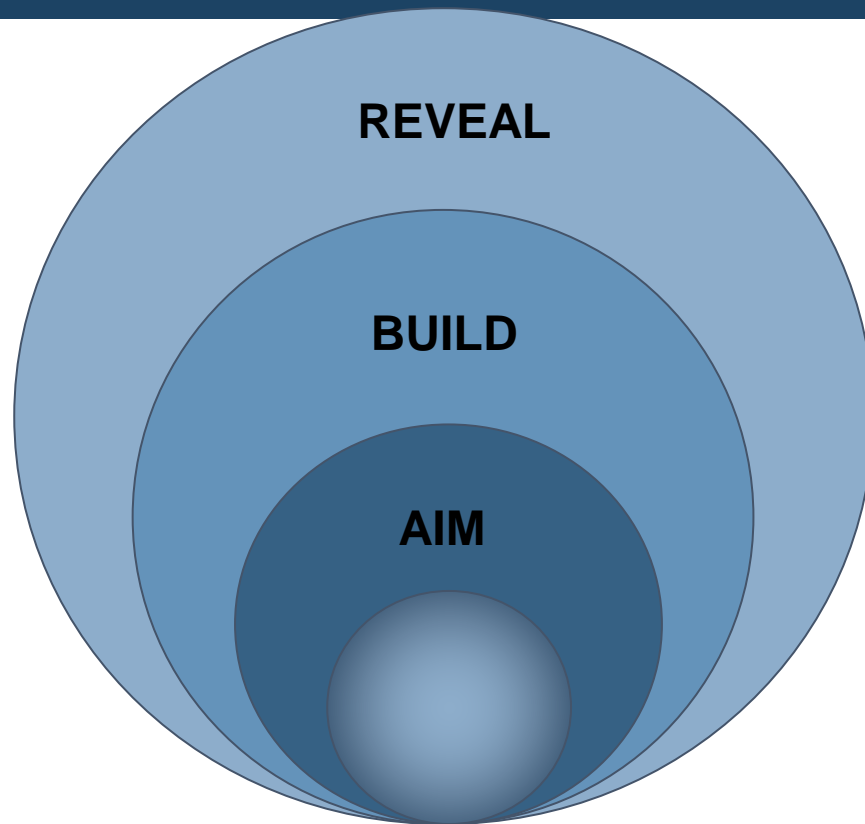
Build



- 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



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 compliant tracking and allocation system for software work. Managed response teams on phone bridge to resolve production and infrastructure issues. Developed strong friendships with engineering teams. Managed operations, Fraser, and Ryan, teams. Migrated a co-located data center in London, 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 from 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 chassis strengthening, weight savings, and restoration.
 - Chassis tuning and driver seat, front-end alignment, gearing, weight positioning, and data.
 - Balancing wheels while also considering driver's comfort and safety.
 - Driver safety
 - Responsible for ensuring children/young drivers' safety.
 - On-track completion of safety inspection checklist for each nut and bolt on customer karts.

2

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 Take: Housed make and takes on special events and birthdays. Would build

Master Page 1

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.

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Applications: Solid Works, Excel, Navis, Smokeping
Operating Systems: Windows, MacOS, Ubuntu.
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Bachelor's in Mechanical Engineering
- Senior majoring in Mechanical Engineering
 - Awarded Loveridge Fellowship
- Port of Los Angeles Charter High School**
Senior Year
- Two Dean's List Awards, One Principal's Award, senior year Varsity Baseball MVP.

3

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 multitors, simulators, and two-stroke and four-stroke combustion engines. Manufacturers include Spektrum, Futaba, Horizon Hobbies, GoPro, and Beta Flight.
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Worked directly for former Indy Car Driver as Go-Kart Team Crew Chief/Driving Coach/Mechanic
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 - Executed team pit setup and teardown for large events.

Targeted

Target -> Job Post



- [OpenSourceJobHub.com](https://opensourcejobhub.com)
- [LinkedIn.com](https://www.linkedin.com)
- [FOSSjobs.net](https://fossjobs.net)
- [github: t9tio/open-source-jobs](https://github.com/t9tio/open-source-jobs)
- [Monster.com](https://www.monster.com)

OpenSource
JOB HUB



Target -> Job Post



A screenshot of the LinkedIn search interface. The search bar at the top contains the text "open source ai" and "United States". Below the search bar, there are filters for "Jobs", "Date posted", "Experience level", "Salary", "Company", "Remote", "Easy Apply", and "All filters". The search results show a list of job posts. The top result is "AI Ambassador" by Quotacom, with a "Set alert" button circled in red. Other results include "Endowed Associate Director of Artificial Intelligence and Advanced Computing" by the University of Oklahoma and "Central American Cybersecurity Senior Advisor" by SINCERUS. A large blue LinkedIn logo is overlaid on the left side of the screenshot. A large, diagonal watermark reading "KEYWORD SEARCHES CUSTOM ALERTS" is overlaid across the center of the screenshot.

“Open Source”

“Non-profit”

“Devops”

“Kerberos”

“Returnship”



Target -> Job Post

A screenshot of the OpenSourceJobHub.com website. The header includes the site name 'OpenSource JOB HUB' and navigation links for 'Jobs', 'Companies', 'Employer Quick Start', 'About Us', 'Blog', 'Sign in', and 'Sign up'. Below the header is a search bar with 'Keywords' and 'Location' input fields and a 'Find Jobs' button. The main content area shows '24 jobs found' for the search 'SCALE21x'. On the left, there are filters for 'Refine by Categories' (listing various roles and counts) and 'Refine by Job Type' (listing 'Full time (24)'). Two job listings are visible, both from Canonical, featuring the Canonical logo and details about C, Golang, and C++ roles.

OpenSource JOB HUB

Jobs Companies Employer Quick Start About Us Blog Sign in Sign up

Keywords Location Find Jobs

Current Search
SCALE21x

24 jobs found

Refine by Categories

- State of Open Con 24 (73)
- Sales (69)
- Software Engineering (33)
- Management/Leaders... (15)
- Software Development (14)
- Technical Customer Su... (13)
- More v

Refine by Job Type

- Full time (24)

24 jobs found

Email me jobs like this Your email Create alert

C, Golang Software Engineer working on dqlite, a Raft extension for SQLite
Canonical Remote (Home based - EMEA) 06 Mar, 2024 Full time Remote
We are hiring a software developer to focus on dqlite, our distributed SQLite database which uses our own Raft library for establishing consensus and replication. Dqlite is

C++ Graphics and Windowing System Software Engineer - Mir
Canonical Remote (Home based - Worldwide) 06 Mar, 2024 Full time Remote
We build a high-performance, high-efficiency stack for window managers and display subsystems in C++ called Mir. We're growing the team and looking for new colleagues.

[https://
OpenSourceJobHub.com
/scale21x](https://OpenSourceJobHub.com/scale21x)

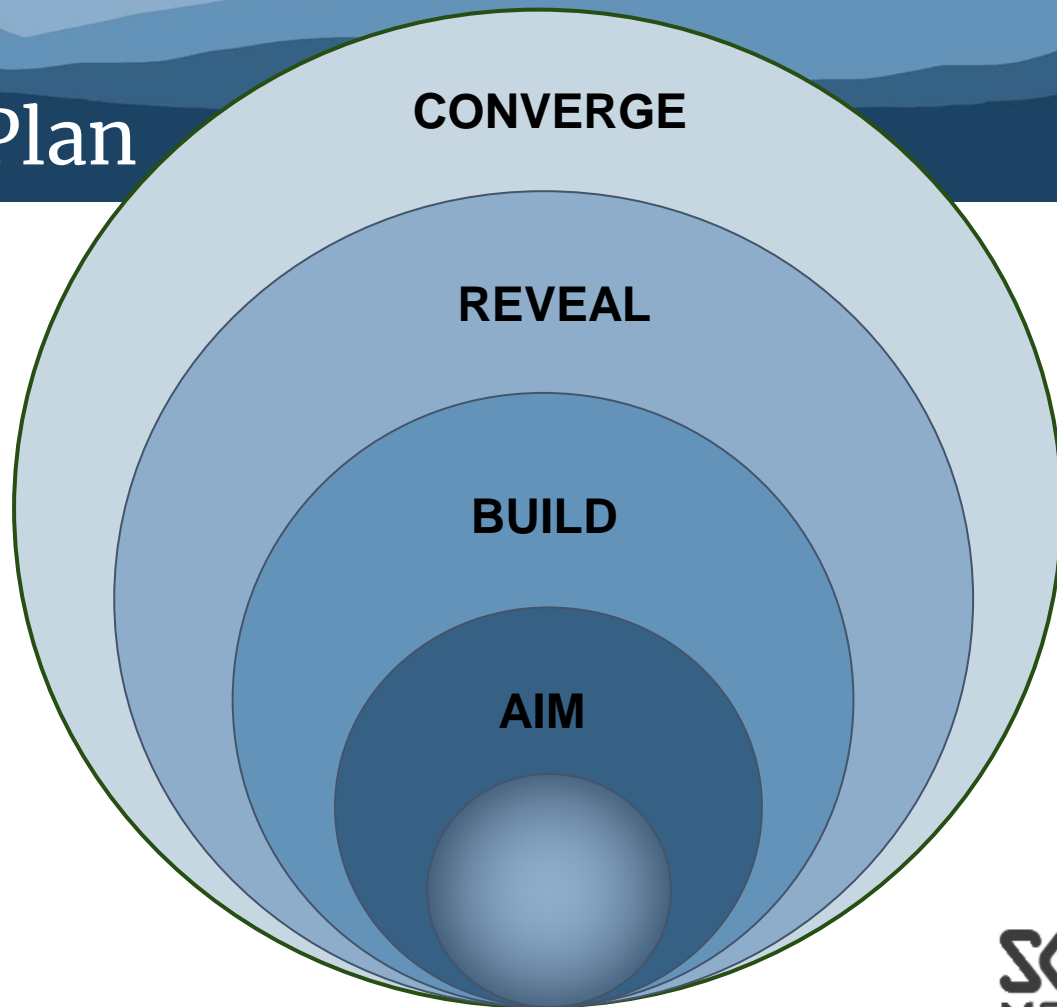


Today's Talk

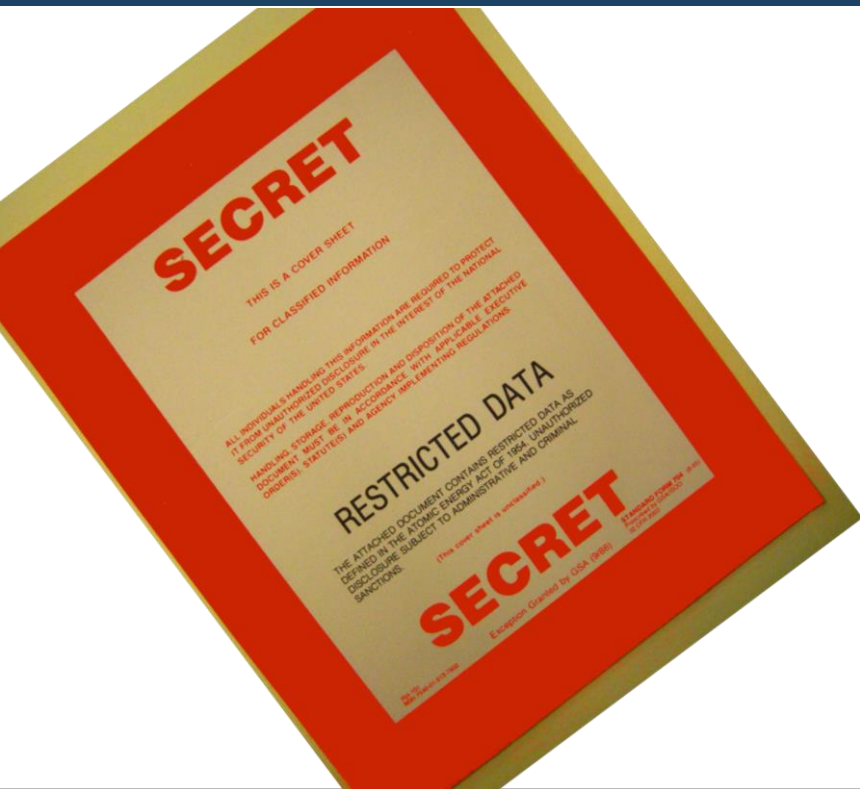


1. Addressing The Experience Paradox
2. The RaiseMe Game Plan
- 3. The Volunteer Work Connection**
4. Q & A

Our Game Plan



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

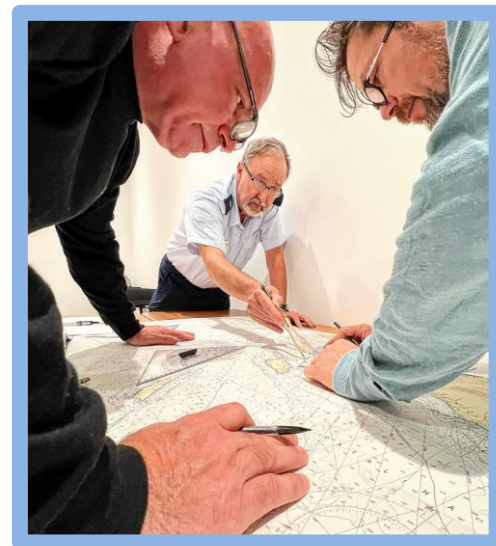
<https://www.monster.com/career-advice/article/volunteer-to-get-it-experience>

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

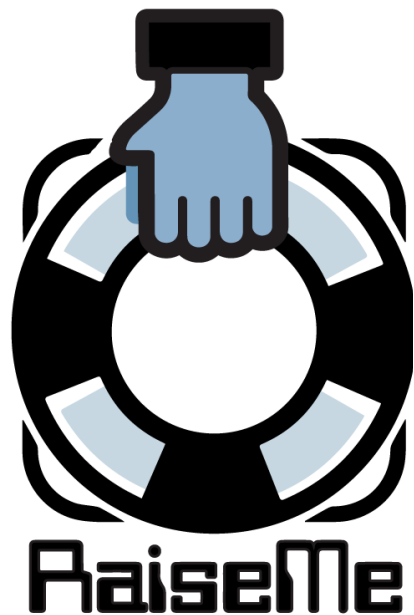


Today's Talk



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

Thank You from RaiseMe



SCALE



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>

Thank you to Sponsors Open Source JobHub and nish.photo