

**<CODE>YOUR
FUTURE**

High-Performance Tech Talent: Build Don't Buy!

Daniel Wagner-Hall
daniel@codeyourfuture.io



About Me

- Head up education at CodeYourFuture
- Goals:
 - Help change lives through tech jobs
 - Produce people I would want to hire
- Ex staff engineer and engineering manager
- Focus on developer experience



Build vs Buy

People aren't software

Build vs Buy

- "A junior couldn't do this role"
- "We don't have time to train people"
- "Juniors are a risk"
- Hiring senior engineers is hard
- Competitive market
- Not actually *that* many great, experienced engineers out there looking
- People are buying, but we can build



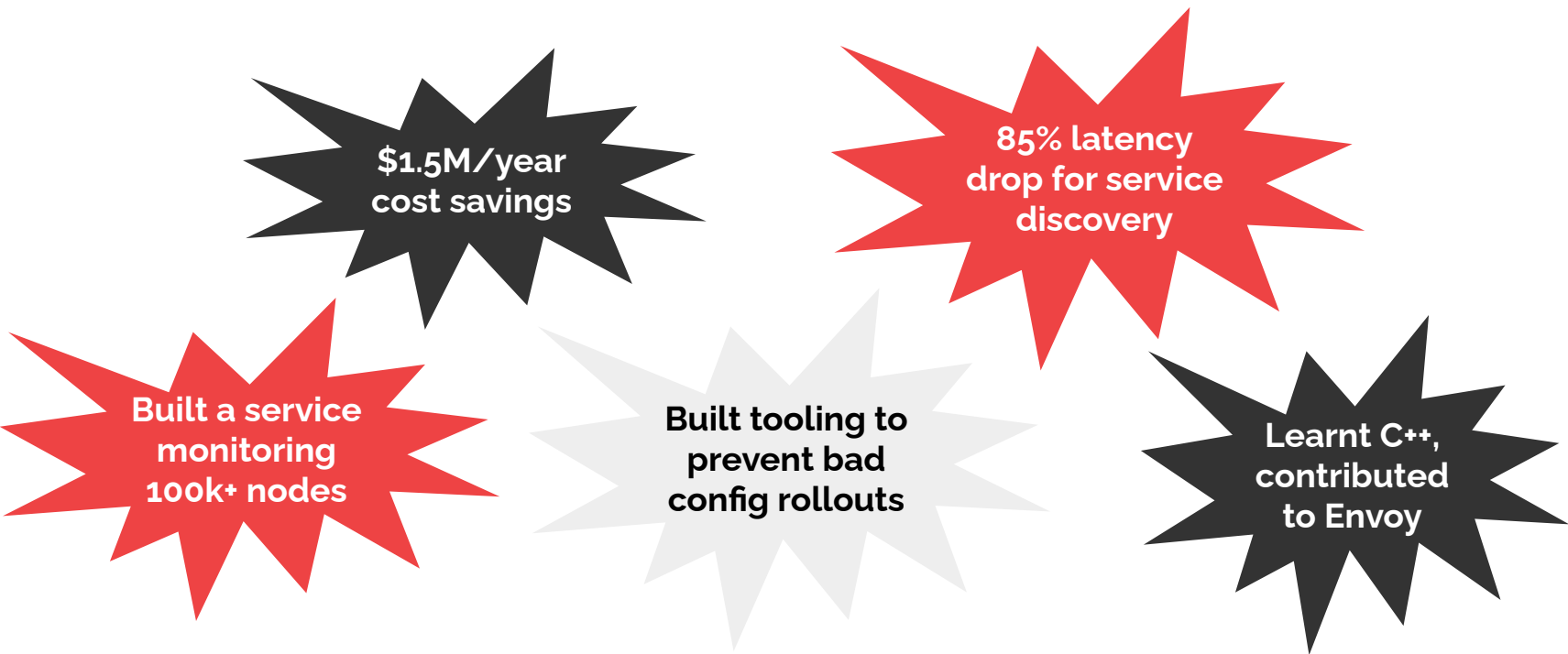
Slack Challenge: Platform SREs

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- Critical company-wide systems
- Distributed systems
- Complex troubleshooting
- Senior-only team
- Wanted to diversify



Recent Graduate Achievements



**\$1.5M/year
cost savings**

**85% latency
drop for service
discovery**

**Built a service
monitoring
100k+ nodes**

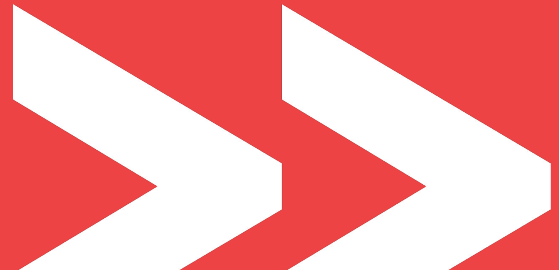
**Built tooling to
prevent bad
config rollouts**

**Learnt C++,
contributed
to Envoy**

Designing systems, leading projects, considered go-to subject matter experts

All within 18 months!

**And none of them
had written code
before.**



Rita's Story

- Designed plant arrangements
- Managed a team
- Subject-matter expert in an internal IT project
- Wrote her first line of code at CodeYourFuture
- Studied extra CYF distributed systems course
- Joined Slack as a Platform SRE intern
- Converted to full-time during internship
- Promoted within 6 months
- Now owning systems and projects. On call.



CodeYourFuture



About CodeYourFuture

- Helping high-potential adults who aren't living their best lives
- Life experience but no software experience
- Fix their logistic blockers
- Supported by volunteers who are professionals in industry
- Graduates working all over



What Makes CodeYourFuture Special?

- Success = meaningful employment
- Practical + theoretical
- Assessment + feedback
- Code review from industry professionals
- Broad community and bespoke programmes

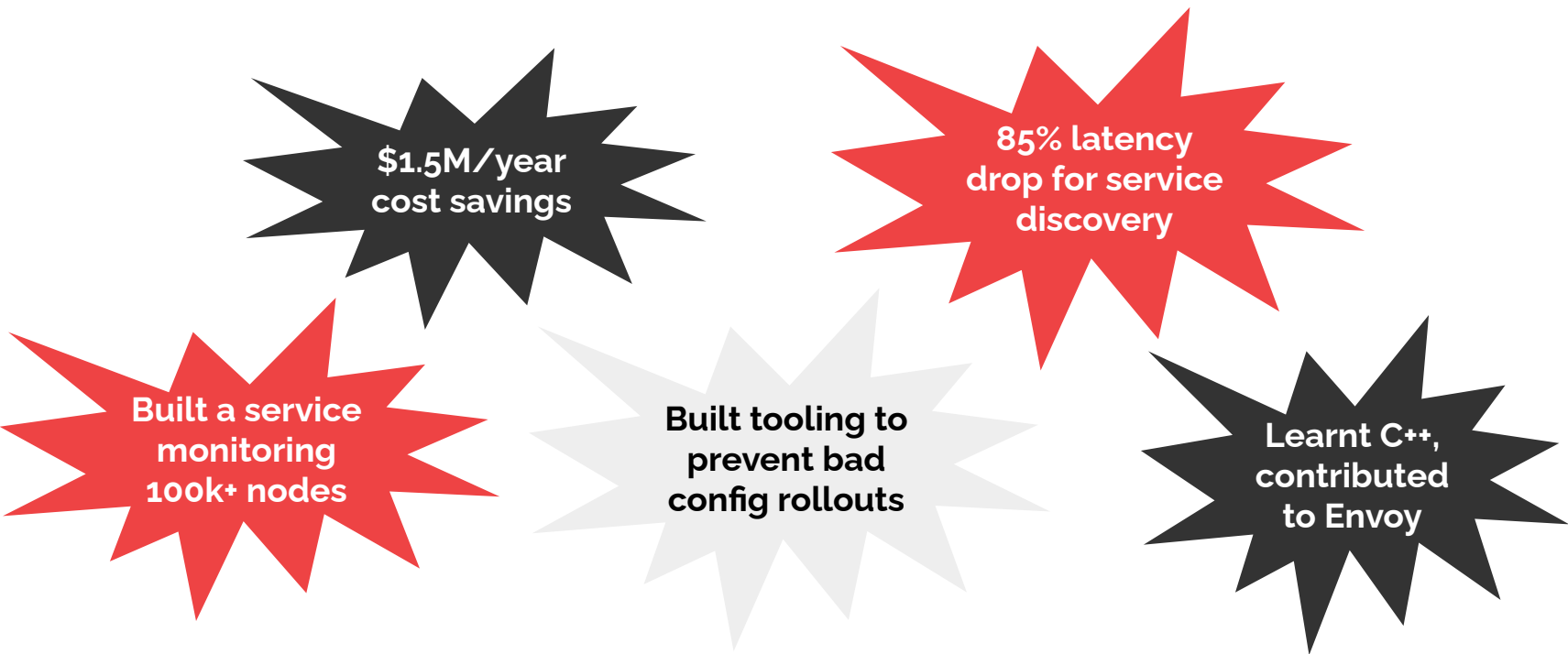


How We Help Teams Like Yours

- Train incredible talent
- Tailor courses to actual market needs
 - And team needs
- Thriving in employment is the goal
- Mentoring to become better mentors



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