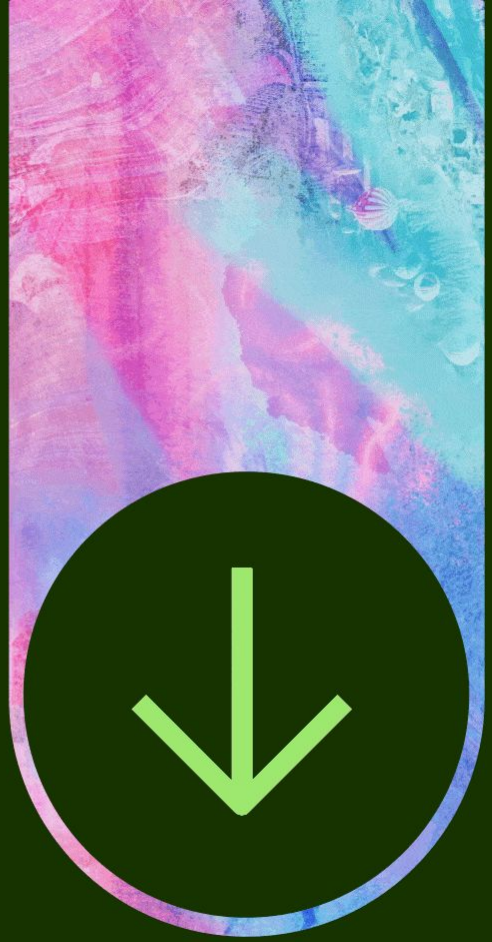
GUARDRAILS, NOT GATES

Scaling Juniors in the AI Era

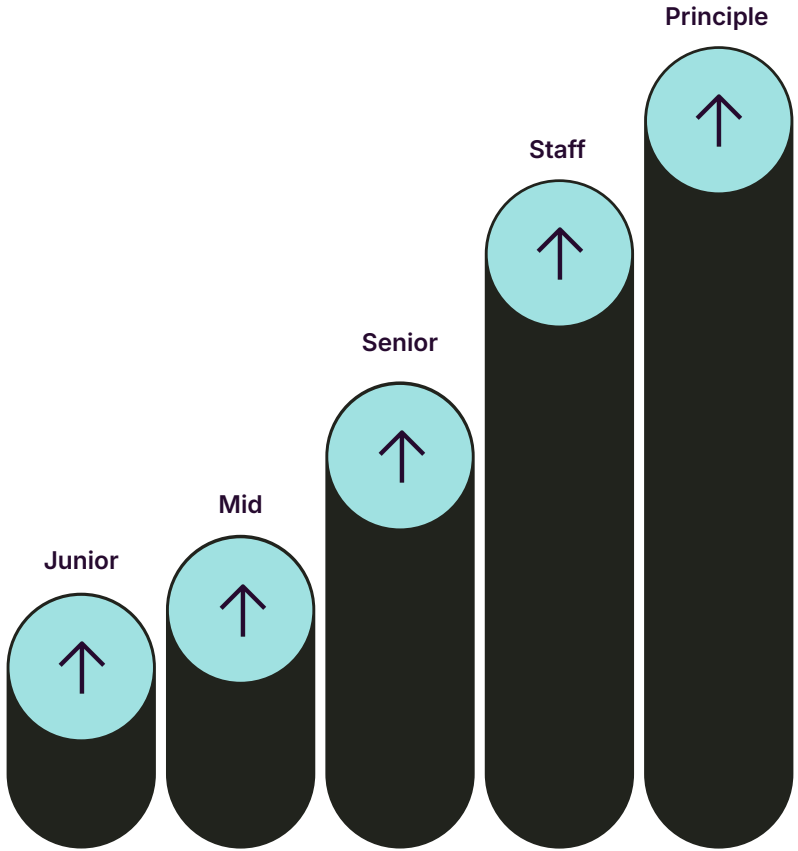


LDX3 2026

WISE

Rick Clegg

Developer Experience Lead


Junior
Mid
Senior
Staff
Principle

Class of 2026

First day on the job

Educate

The master and the apprentice

Engineering Bootcamp

Engineering Academy

Working

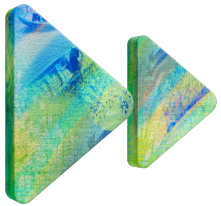
Learning the best ways to work to have the biggest impact in your role.

Coding

The core skills you need to be an engineer at Wise

Operating

How to we support running software to keep Wise working for our customers.

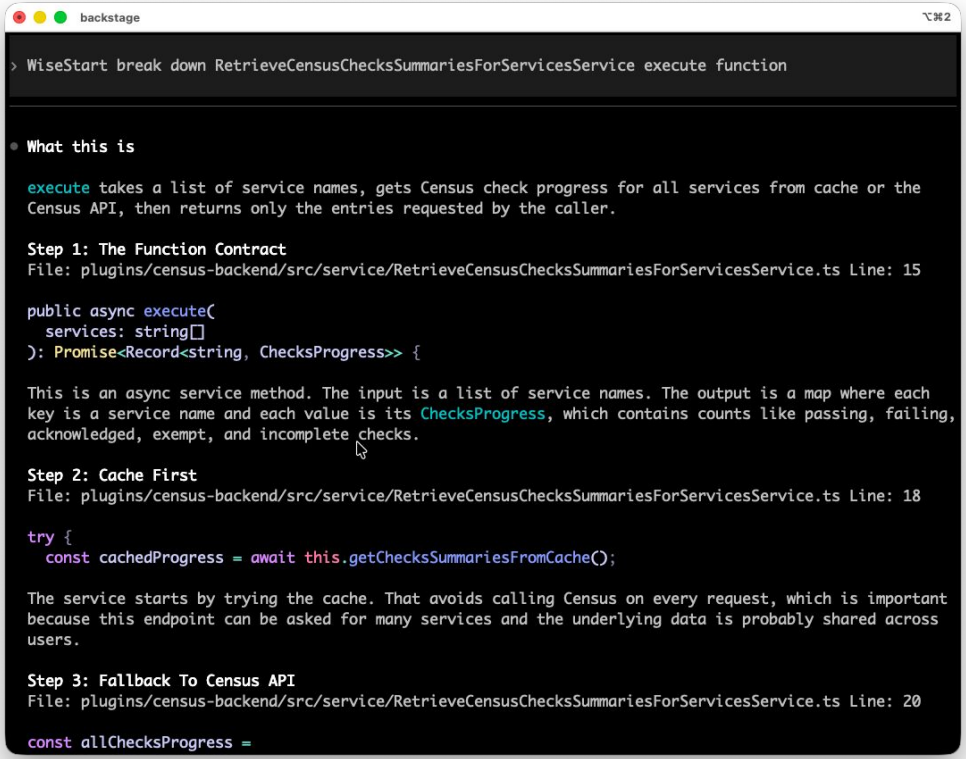


Advancing

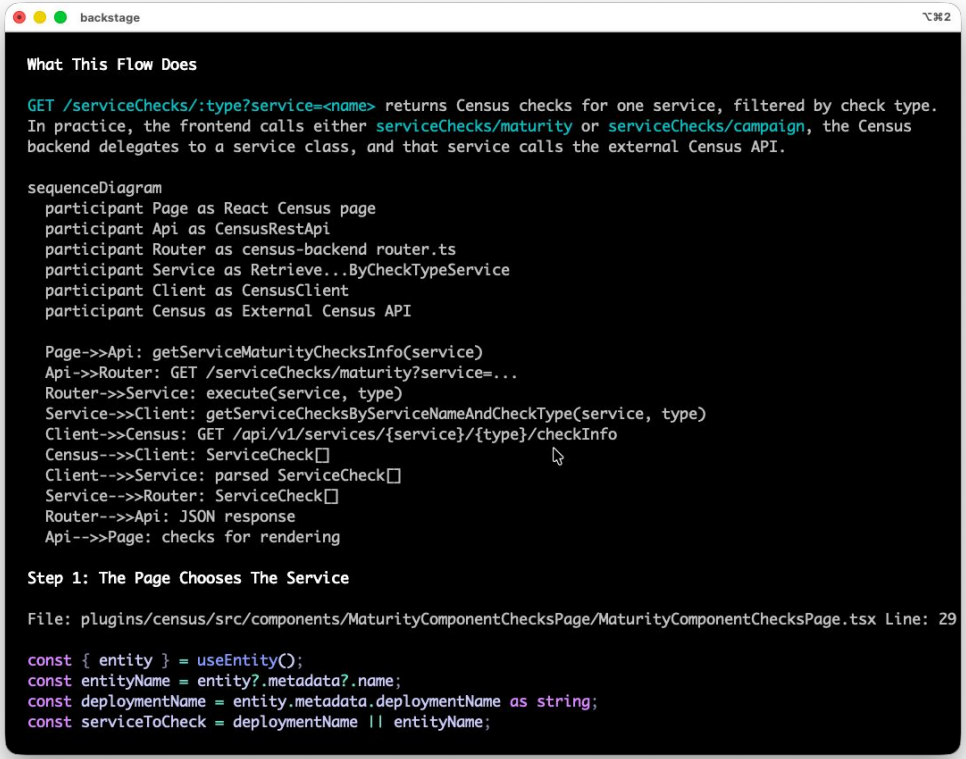
Deeper dives into technical subjects to increase your impact.

Stop the slop

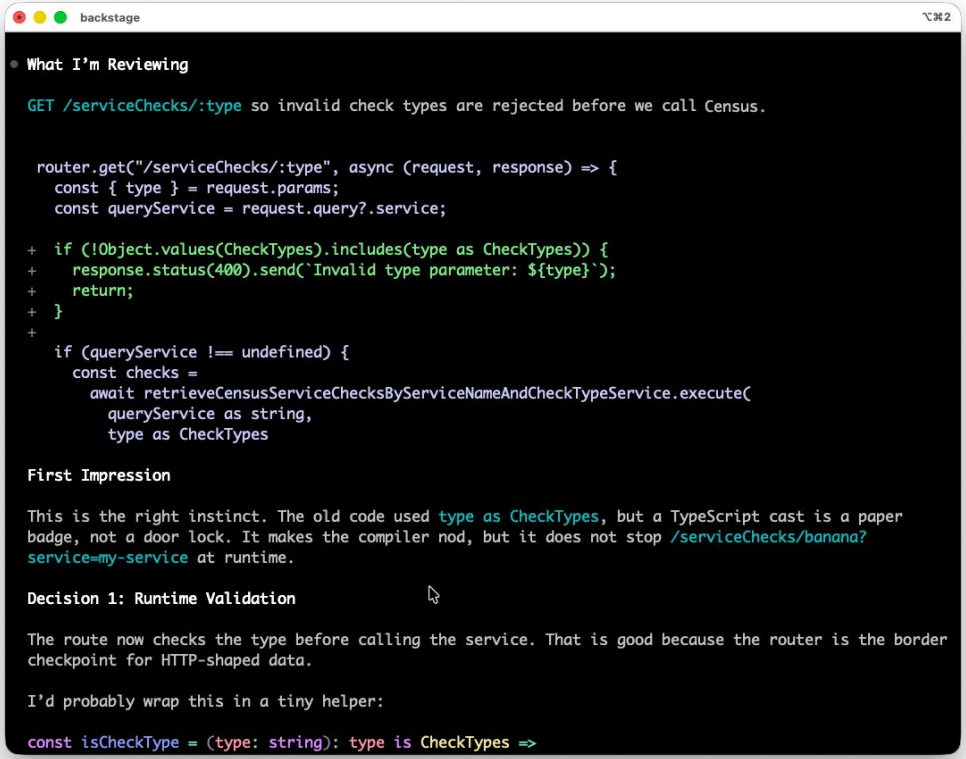
“WiseStart break down...”



“WiseStart code flow...”

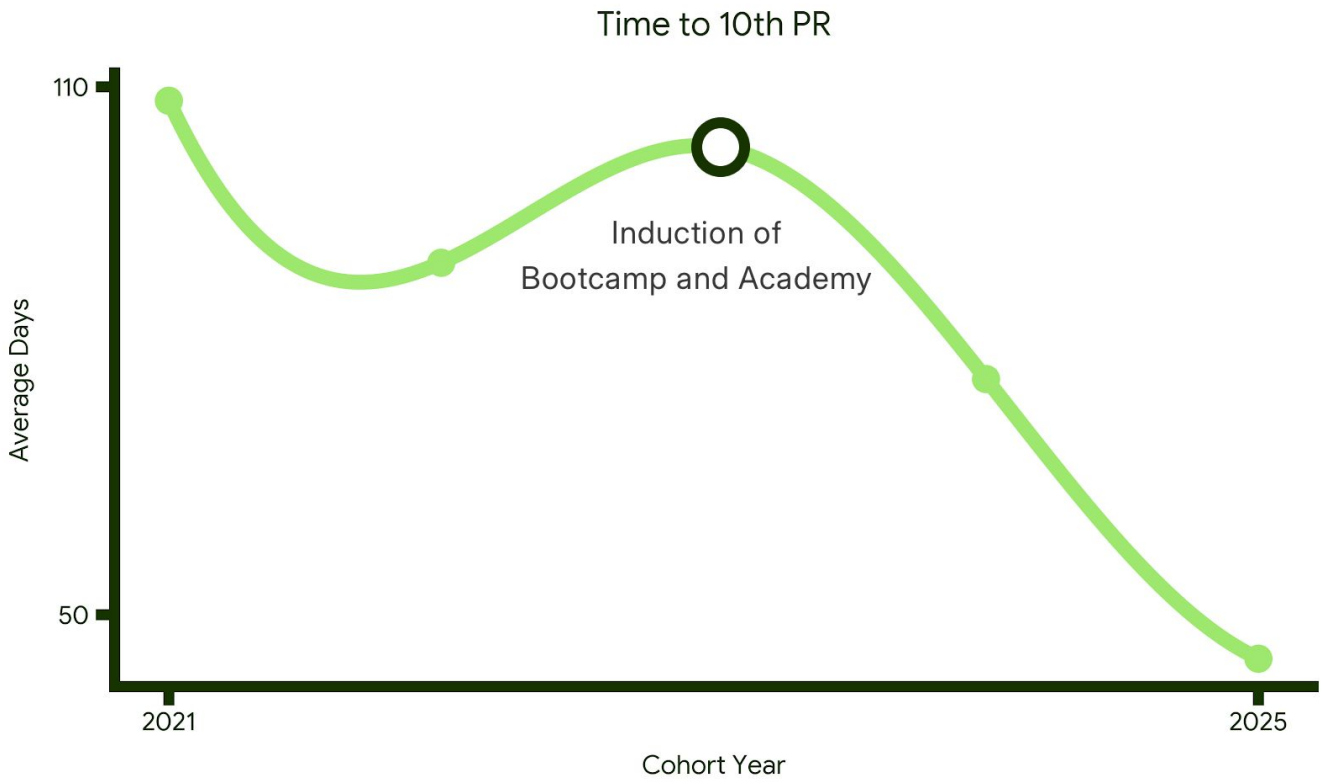


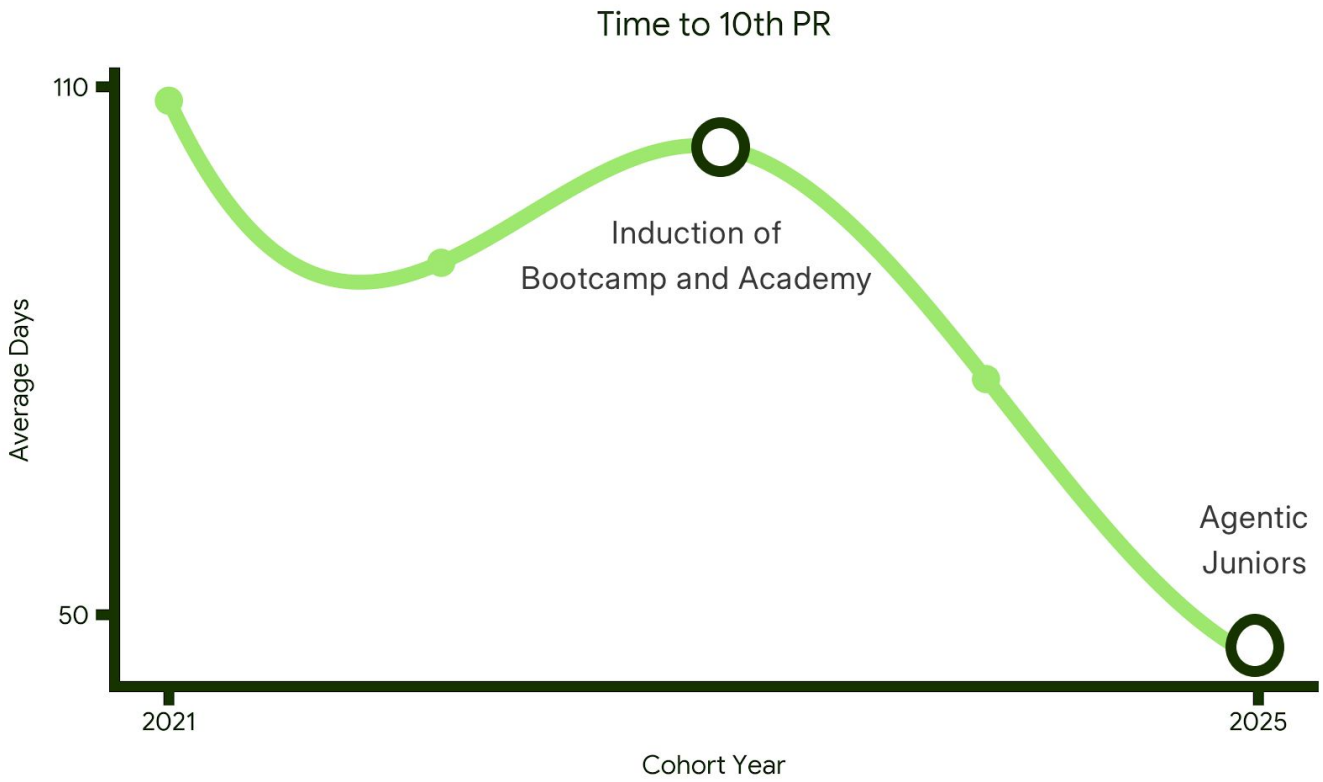
“WiseStart review with me…”

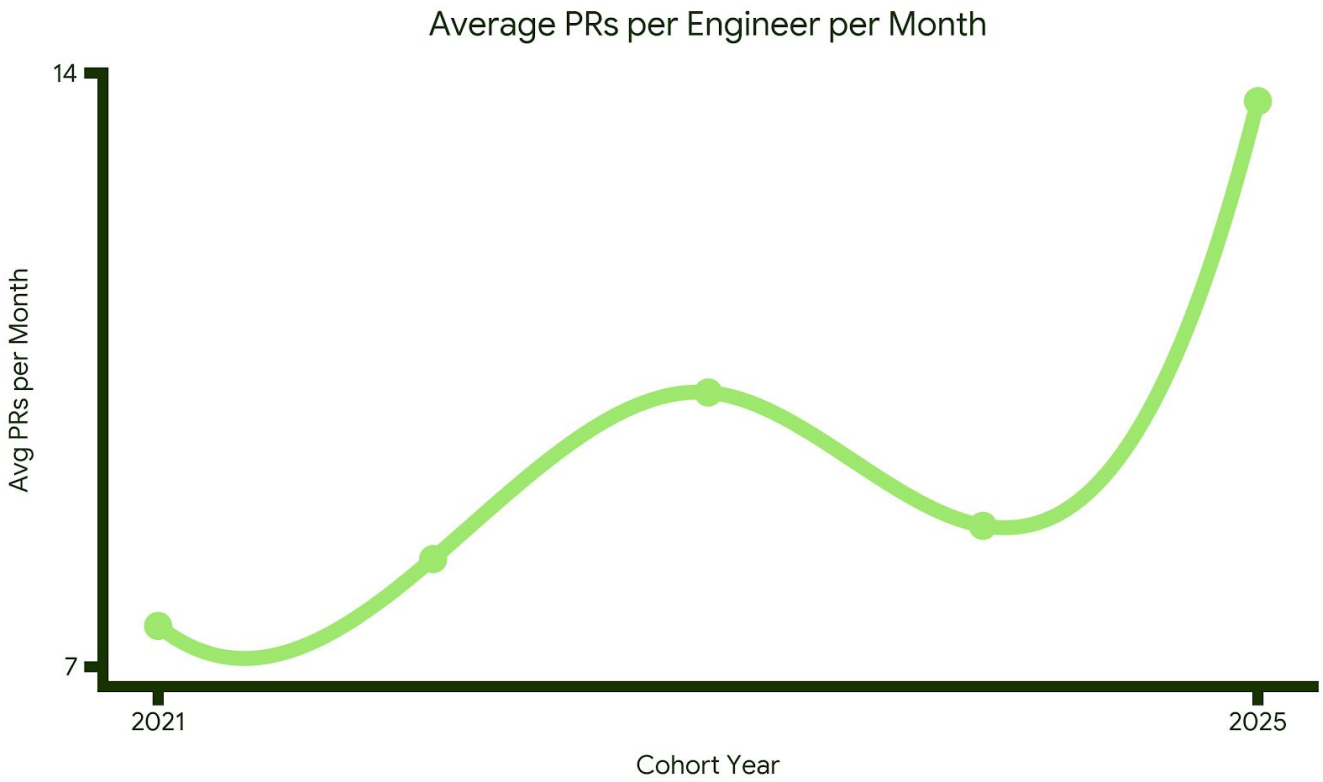


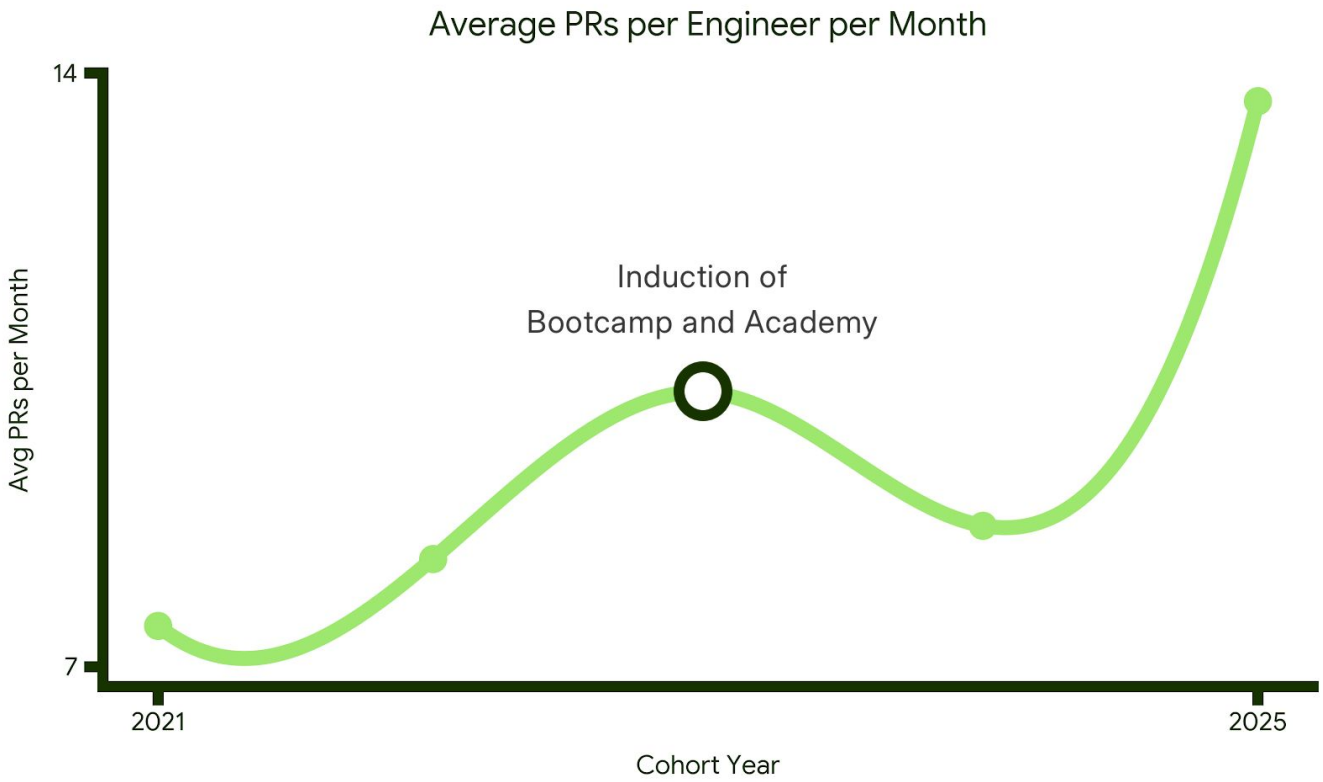
The impact

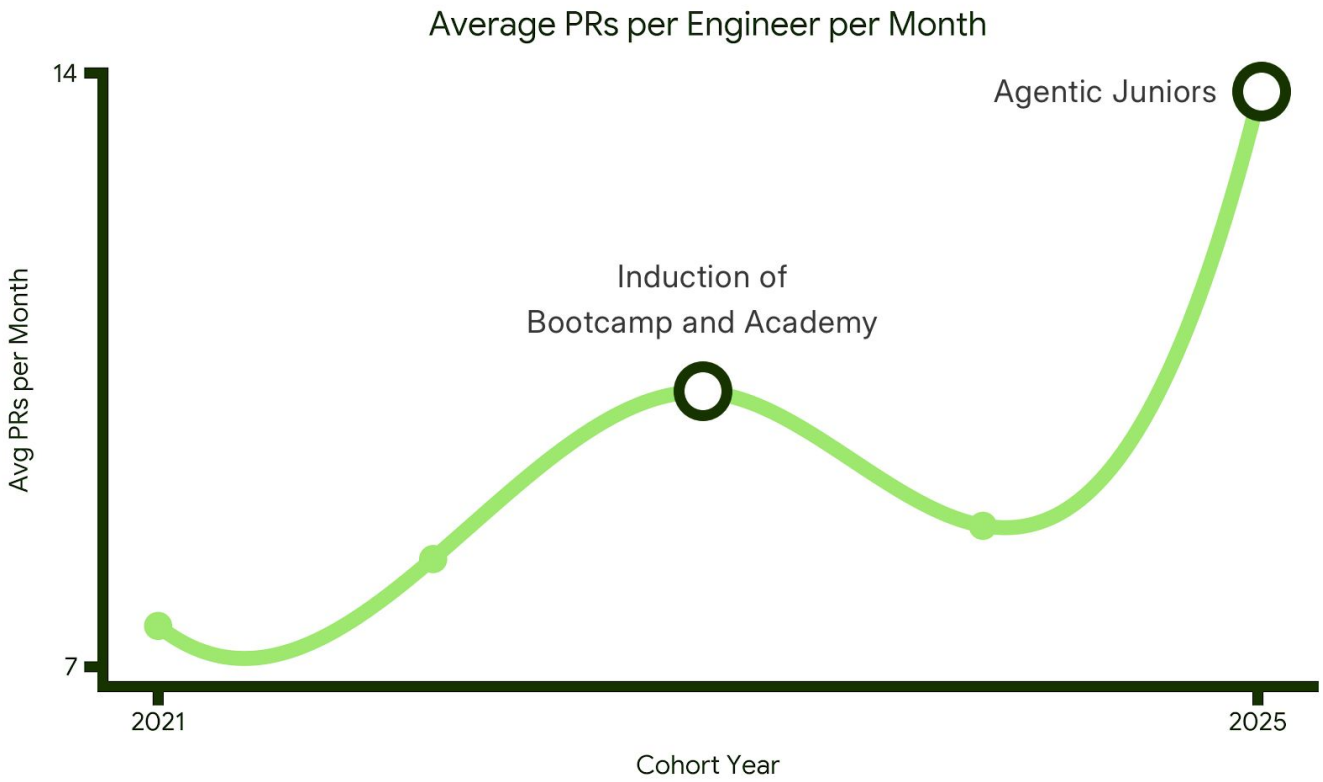

Time to 10th PR
110
50
Average Days
2021
2025
Cohort Year


Time to 10th PR
110
50
Average Days
Induction of
Bootcamp and Academy
2021
2025
Cohort Year

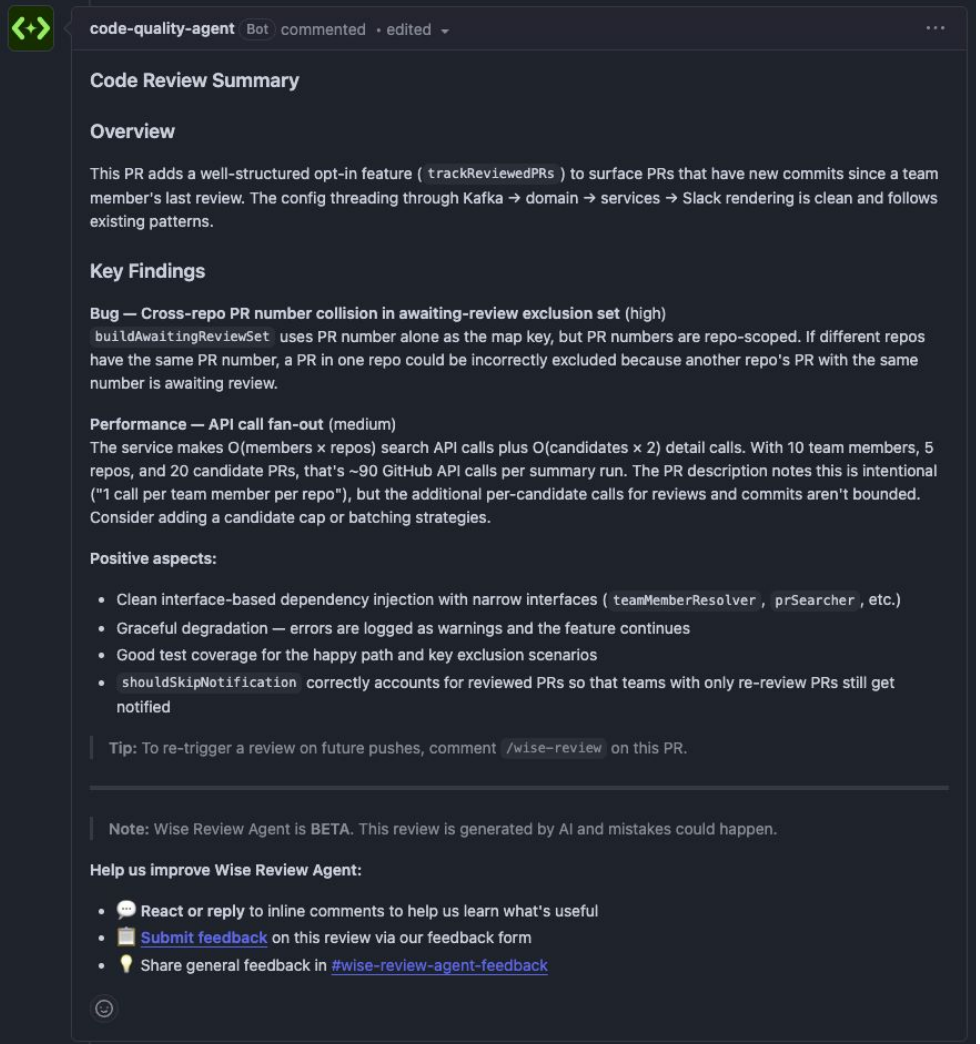

Time to 10th PR
110
50
Average Days
Induction of
Bootcamp and Academy
Agentic
Juniors
2021
2025
Cohort Year


Average PRs per Engineer per Month
14
7
Avg PRs per Month
2021
2025
Cohort Year


Average PRs per Engineer per Month
14
7
Avg PRs per Month
Induction of
Bootcamp and Academy
2021
2025
Cohort Year


Average PRs per Engineer per Month
14
7
Avg PRs per Month
Agentic Juniors
Induction of
Bootcamp and Academy
2021
2025
Cohort Year

Reduce the burden



Wise Agentic Platform

Now

Quality
Security
Testing
Cross Boundary

Next

CI Build
Documentation

Later

Run agentic tasks in the cloud

Wise Brain MCP

Engineering Knowledge Base

Confluence

Software Catalogue

Team Data

Service Maturity Checks

Vulnerabilities

PR Bot APP 10:40

📣 PR in backstage by @mulugeta.tamiru

Simplify Review Agent config UI to single-repo selection

https://github.com/transferwise/backstage/pull/2004 · `+217/-184` · `4 files` · Bugfix

✅ 1 1

PR Bot APP 08:31

📣 PR in platon by @oleg.zaiezdnyi

add pull_request_review webhook handler

https://github.com/transferwise/platon/pull/1423 · `+571/-33` · `20 files` · New feature, Test improvement

✅ 1 1

PR Bot APP 11:12

📣 PR in ai-engineering-hub by @ricky.clegg

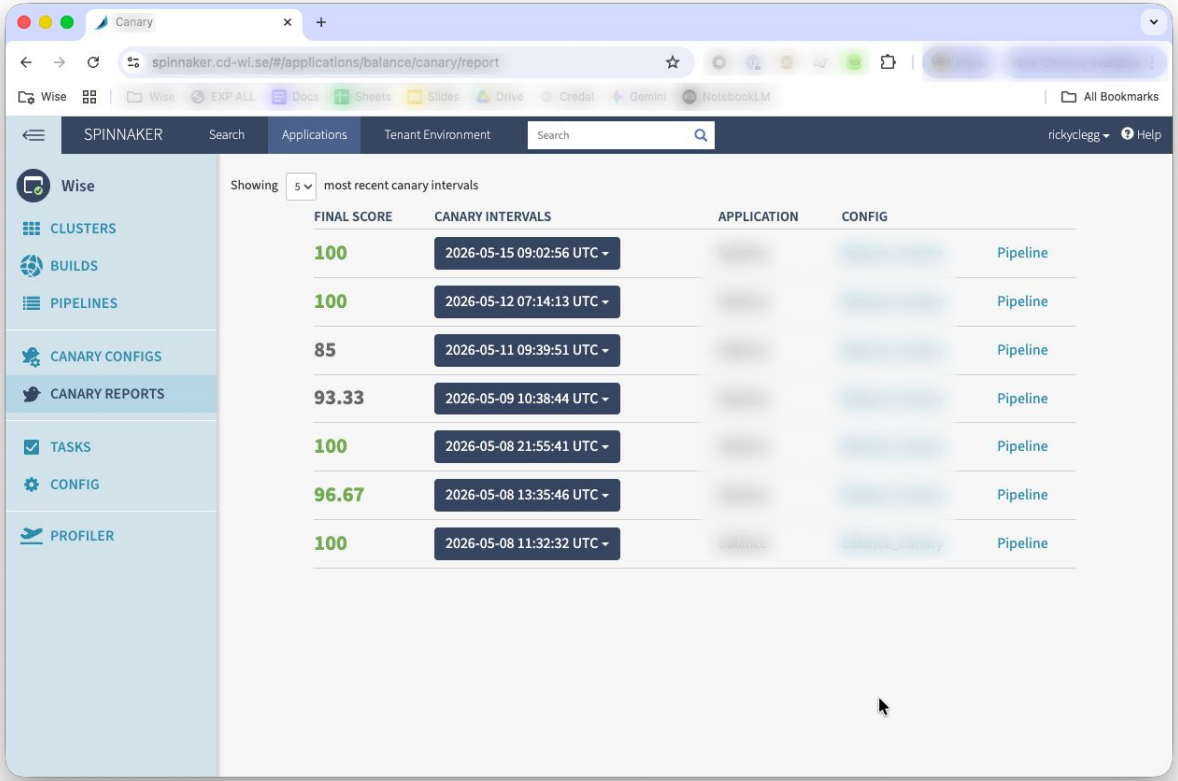
add management level mapping details to workday context

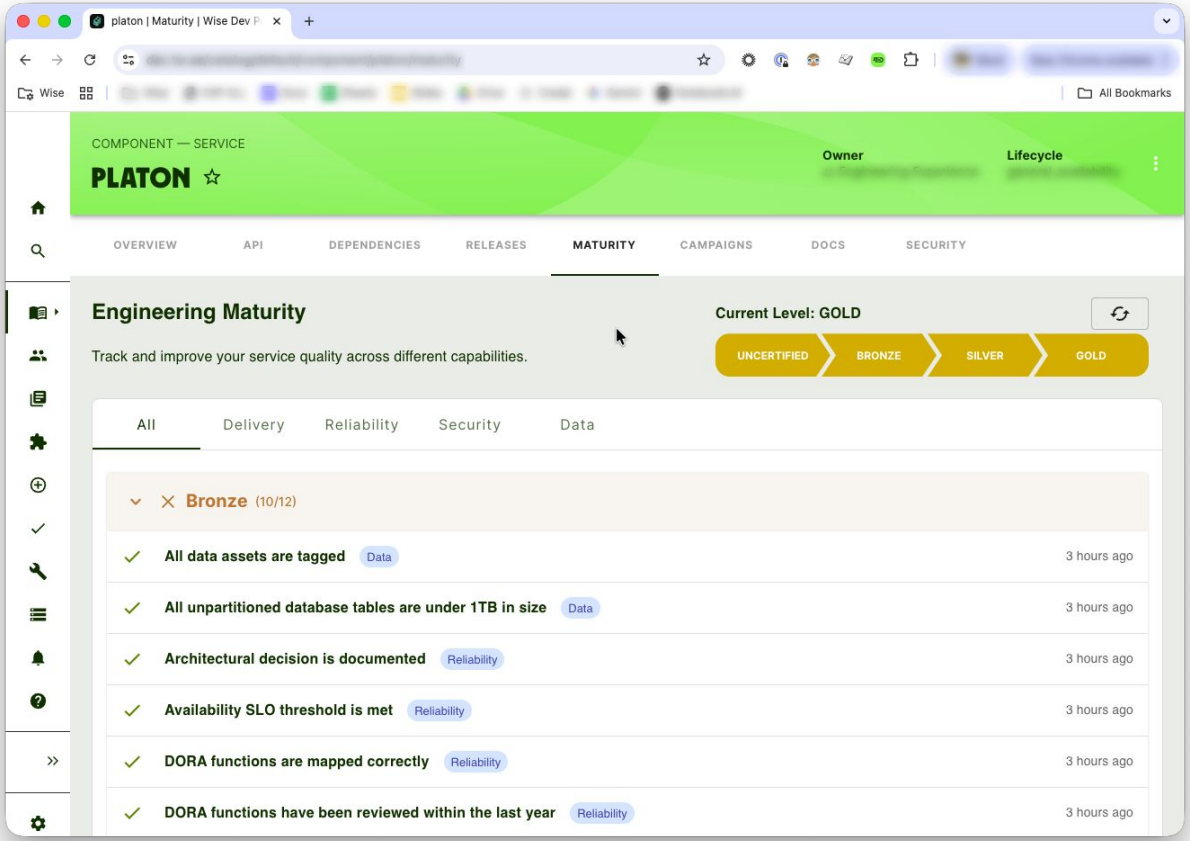
https://github.com/transferwise/ai-engineering-hub/pull/231 · `+1/-1` · `1 file` · Documentation update

✅ 1 1

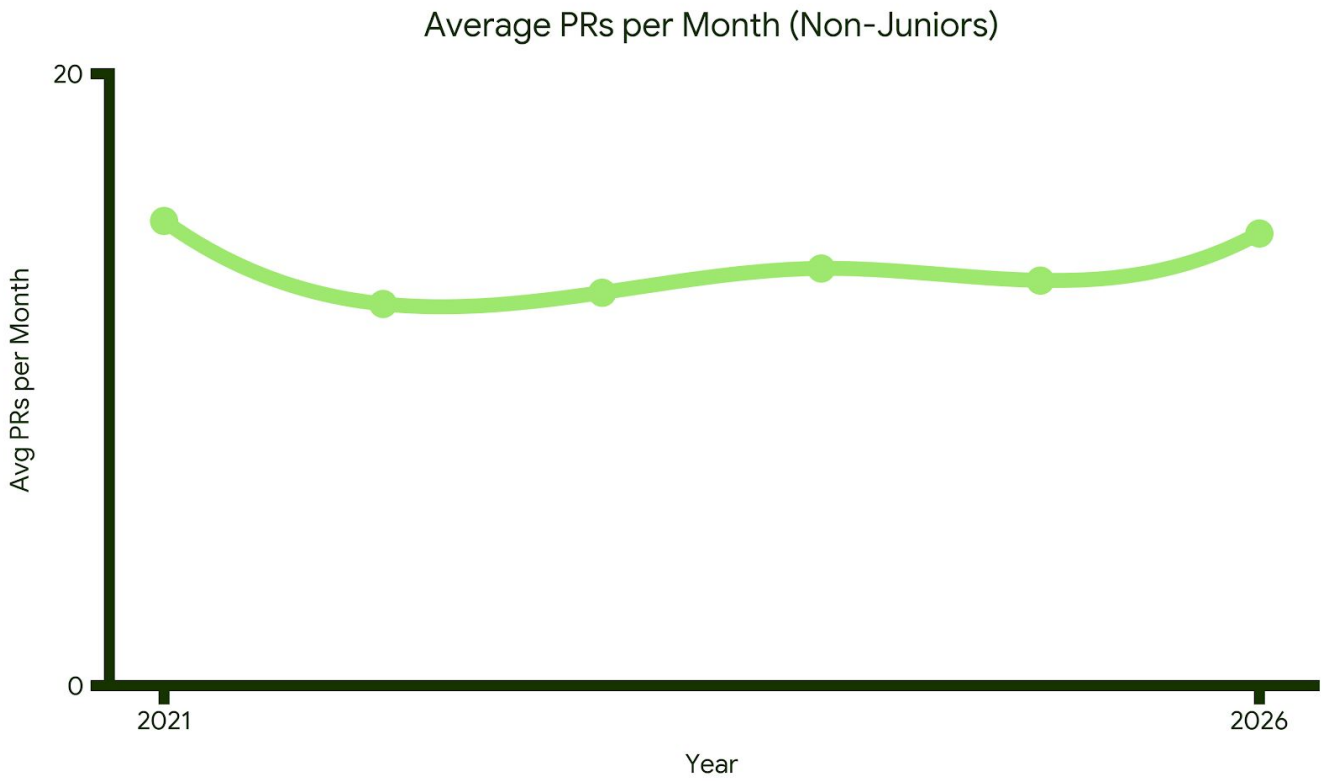
2 replies Last reply 2 days ago

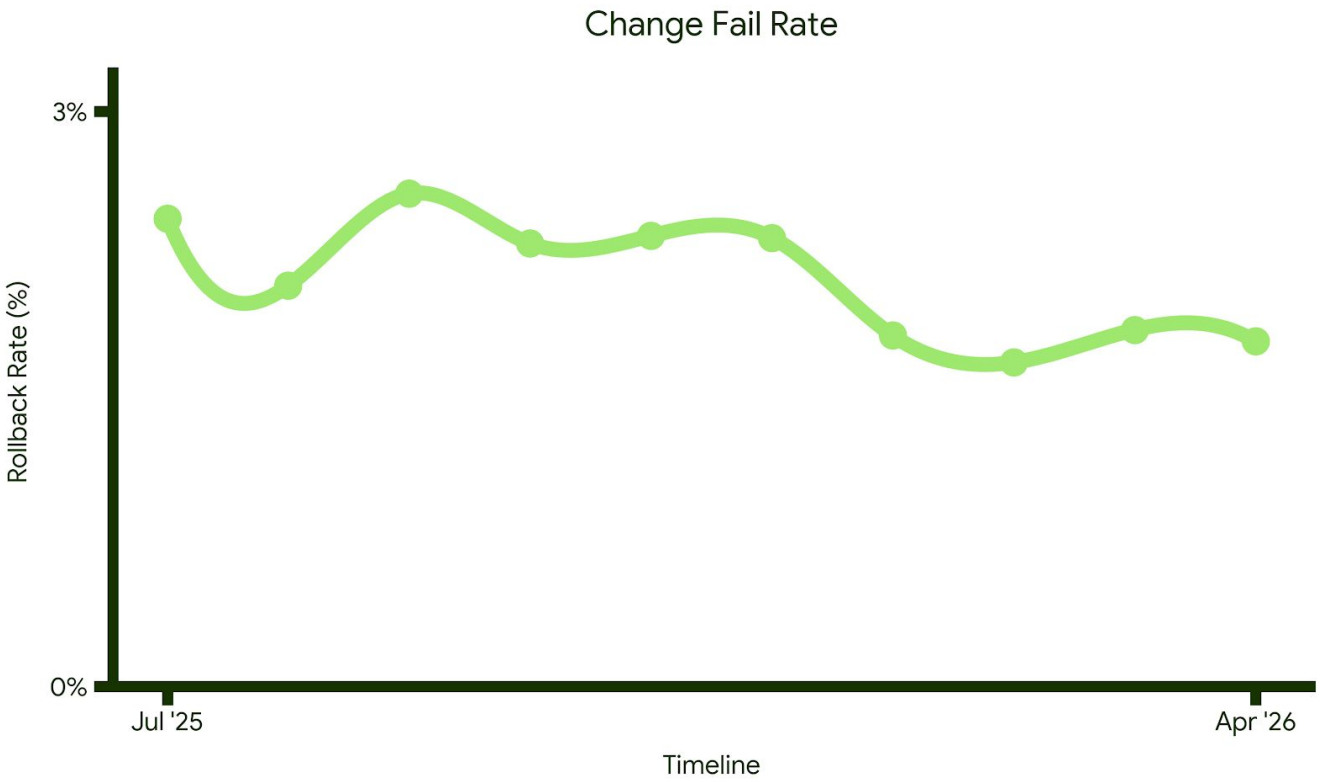
Guardrails


Canary
spinnaker.cd-wi.se/#/applications/balance/canary/report
SPINNAKER
Search
Applications
Tenant Environment
Search
rickyclegg
Help
Wise
CLUSTERS
BUILDS
PIPELINES
CANARY CONFIGS
CANARY REPORTS
TASKS
CONFIG
PROFILER
Showing 5 most recent canary intervals
FINAL SCORE
CANARY INTERVALS
APPLICATION
CONFIG
100
2026-05-15 09:02:56 UTC
Pipeline
100
2026-05-12 07:14:13 UTC
Pipeline
85
2026-05-11 09:39:51 UTC
Pipeline
93.33
2026-05-09 10:38:44 UTC
Pipeline
100
2026-05-08 21:55:41 UTC
Pipeline
96.67
2026-05-08 13:35:46 UTC
Pipeline
100
2026-05-08 11:32:32 UTC
Pipeline


platon | Maturity | Wise Dev
All Bookmarks
COMPONENT — SERVICE
PLATON
Owner
Lifecycle
OVERVIEW
API
DEPENDENCIES
RELEASES
MATURITY
CAMPAIGNS
DOCS
SECURITY
Engineering Maturity
Track and improve your service quality across different capabilities.
Current Level: GOLD
UNCERTIFIED
BRONZE
SILVER
GOLD
All
Delivery
Reliability
Security
Data
Bronze (10/12)
All data assets are tagged
Data
3 hours ago
All unpartitioned database tables are under 1TB in size
Data
3 hours ago
Architectural decision is documented
Reliability
3 hours ago
Availability SLO threshold is met
Reliability
3 hours ago
DORA functions are mapped correctly
Reliability
3 hours ago
DORA functions have been reviewed within the last year
Reliability
3 hours ago

A senior perspective


Average PRs per Month (Non-Juniors)
20
0
Avg PRs per Month
2021
2026
Year


Change Fail Rate
3%
0%
Rollback Rate (%)
Jul '25
Apr '26
Timeline

Takeaways

- Find your best teachers to create a level playing field of skills
- Use MCPs, SKILLS, plugins to bake your engineering standards into your workflows
- Higher quality code, tightly scoped PRs reduces the burden on senior review
- Pair senior and juniors on initiatives working in parallel