

Junior Engineers Are Features,  
Not Bugs

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@qkate



# What the #@\*\$ do I know?!

Hired Hackbright grads on team responsible for about 85% of New Relic web & API traffic.



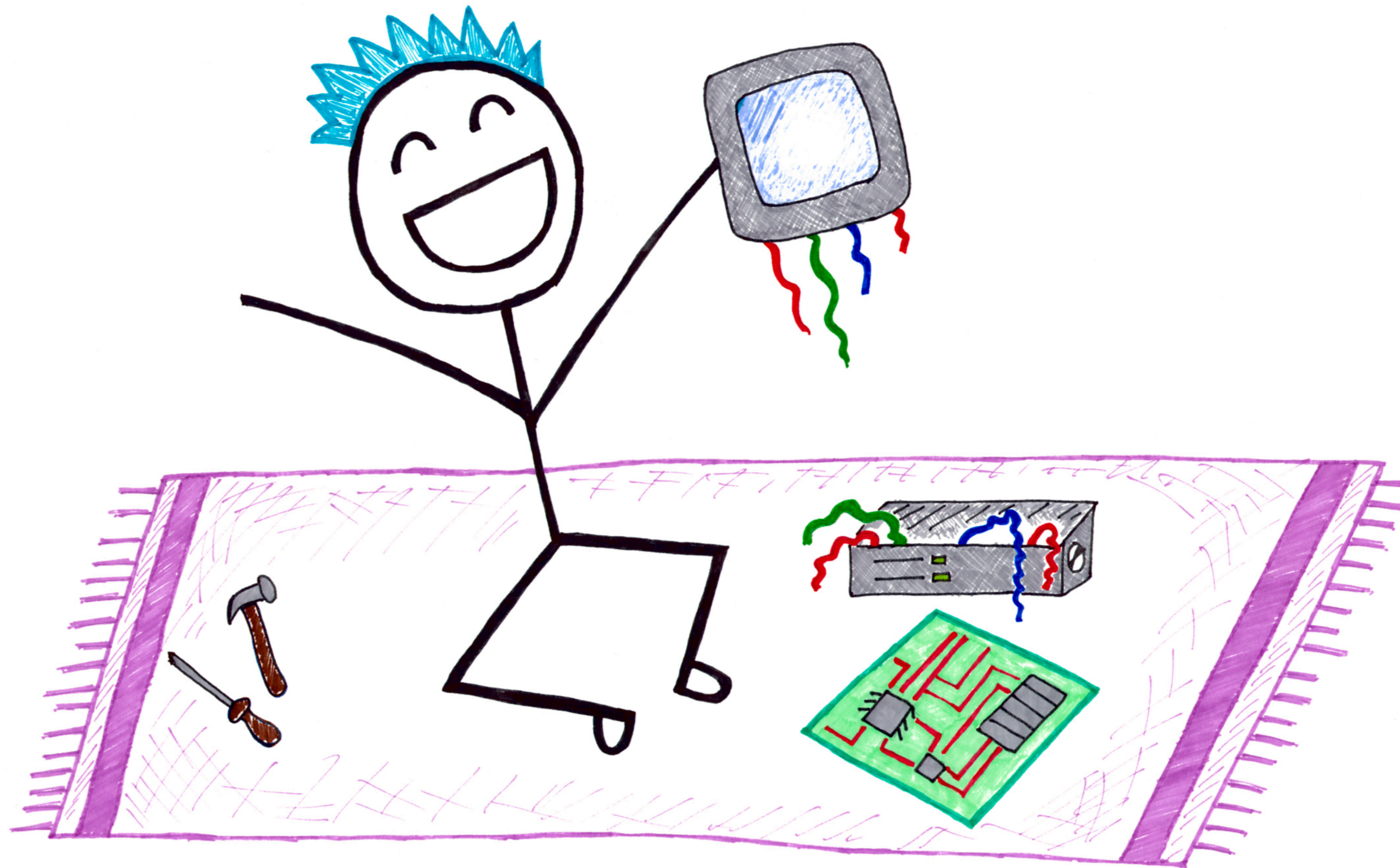
Hired fresh college CS grad on Simple backend team.

Haven't yet hired junior team members on current team, will discuss why!



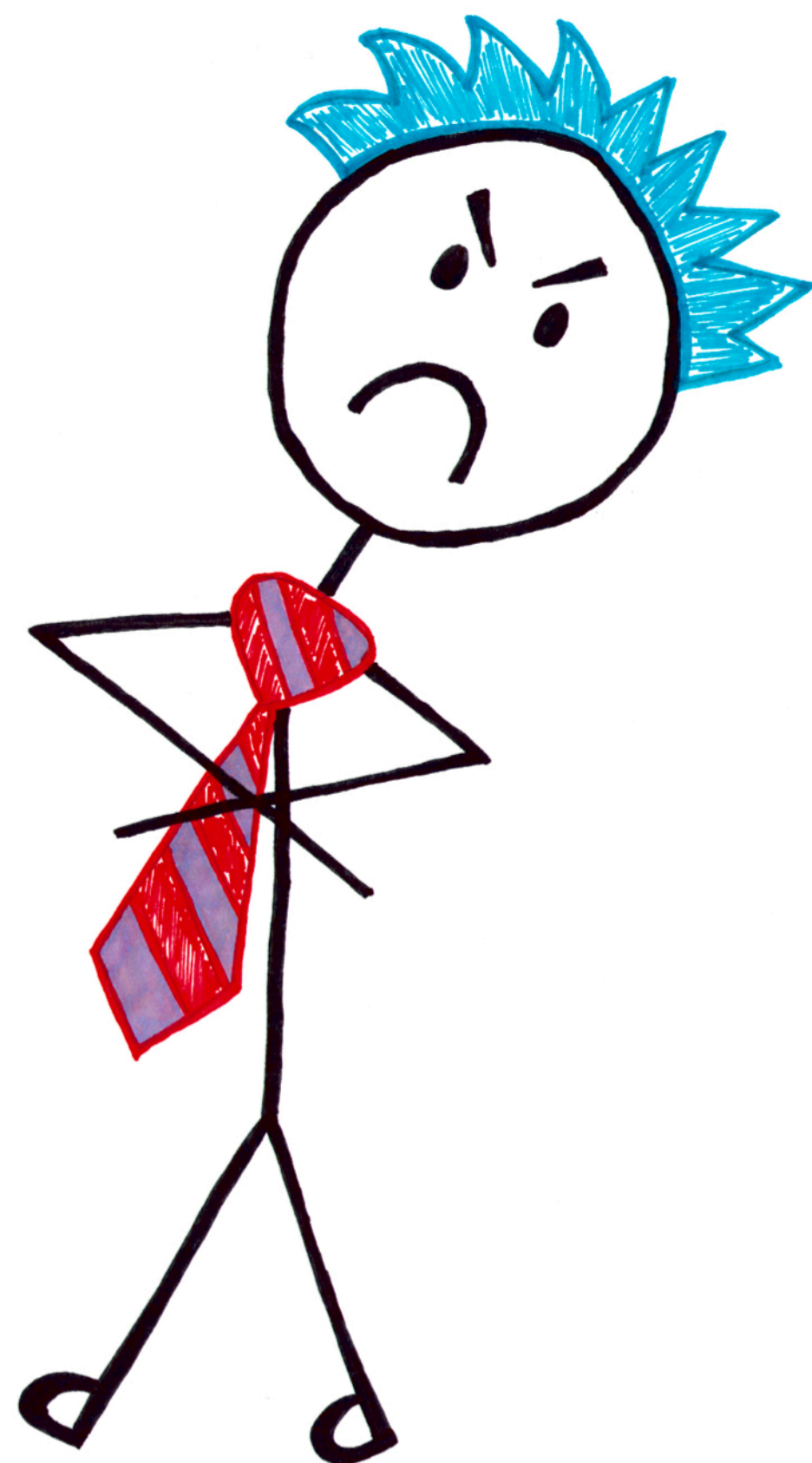
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# Setting the scene



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# Setting the scene



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# Benefits of Junior Engineers



curiosity



love of the game



"grunt" work isn't grunt work!

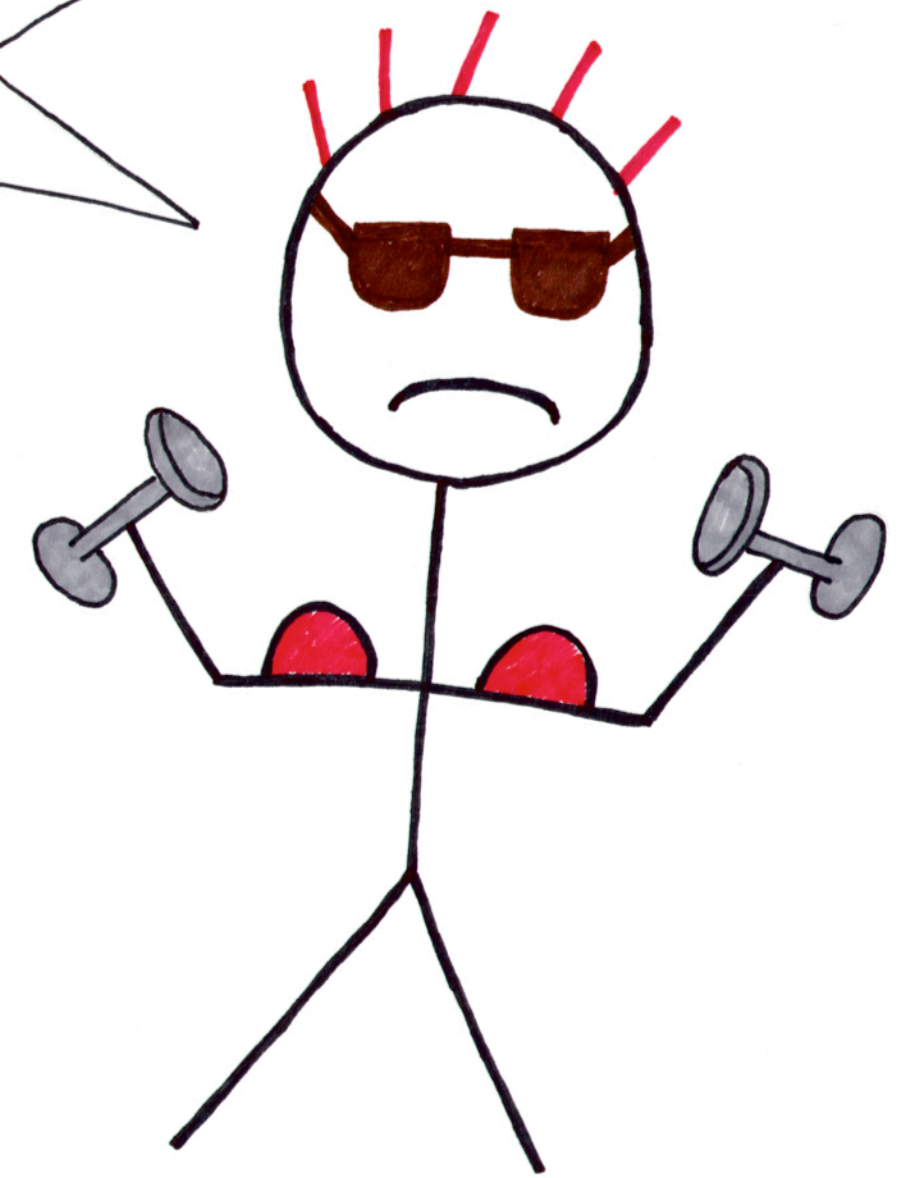


diverse skills

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# MYTH #1: Architecture

Our production architecture is so complicated, a junior eng couldn't possibly understand it.



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# MYTH #2: Process

Our deploy process is an intricate 18-step process, and we can't trust a junior eng to get all the steps right.



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# MYTH #3: Tooling

Sometimes we have to update production database records by hand, and we can't trust a junior eng to not drop a whole db by accident.



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# Antipatterns

✗ Requiring extreme development velocity

✗ No opportunities to support growth

✗ Role or product is not well-defined

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# Better Practices

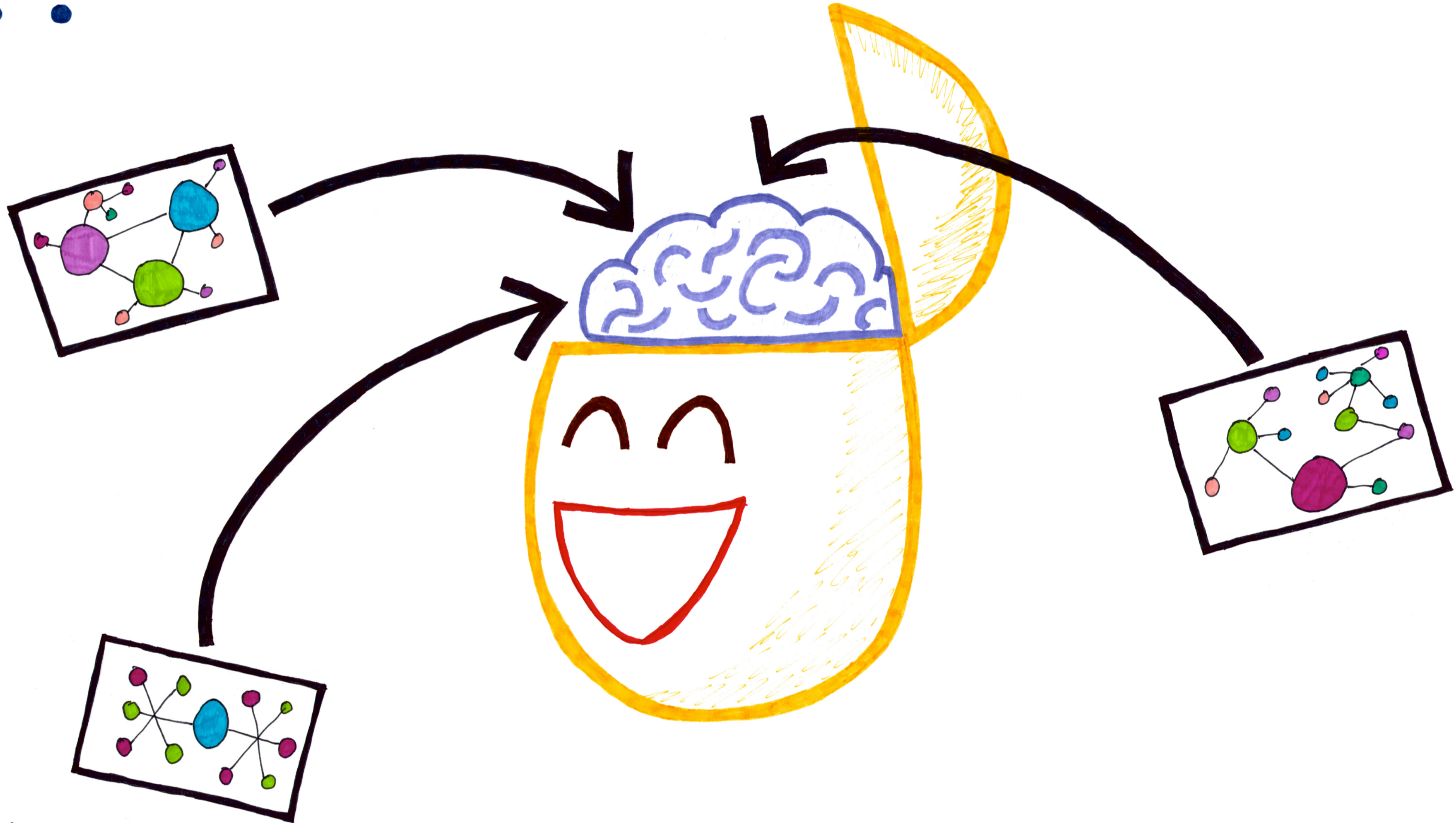
✓ Make time for engs to learn new things

✓ Reward mentorship

✓ Set clear expectations, check in often

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???



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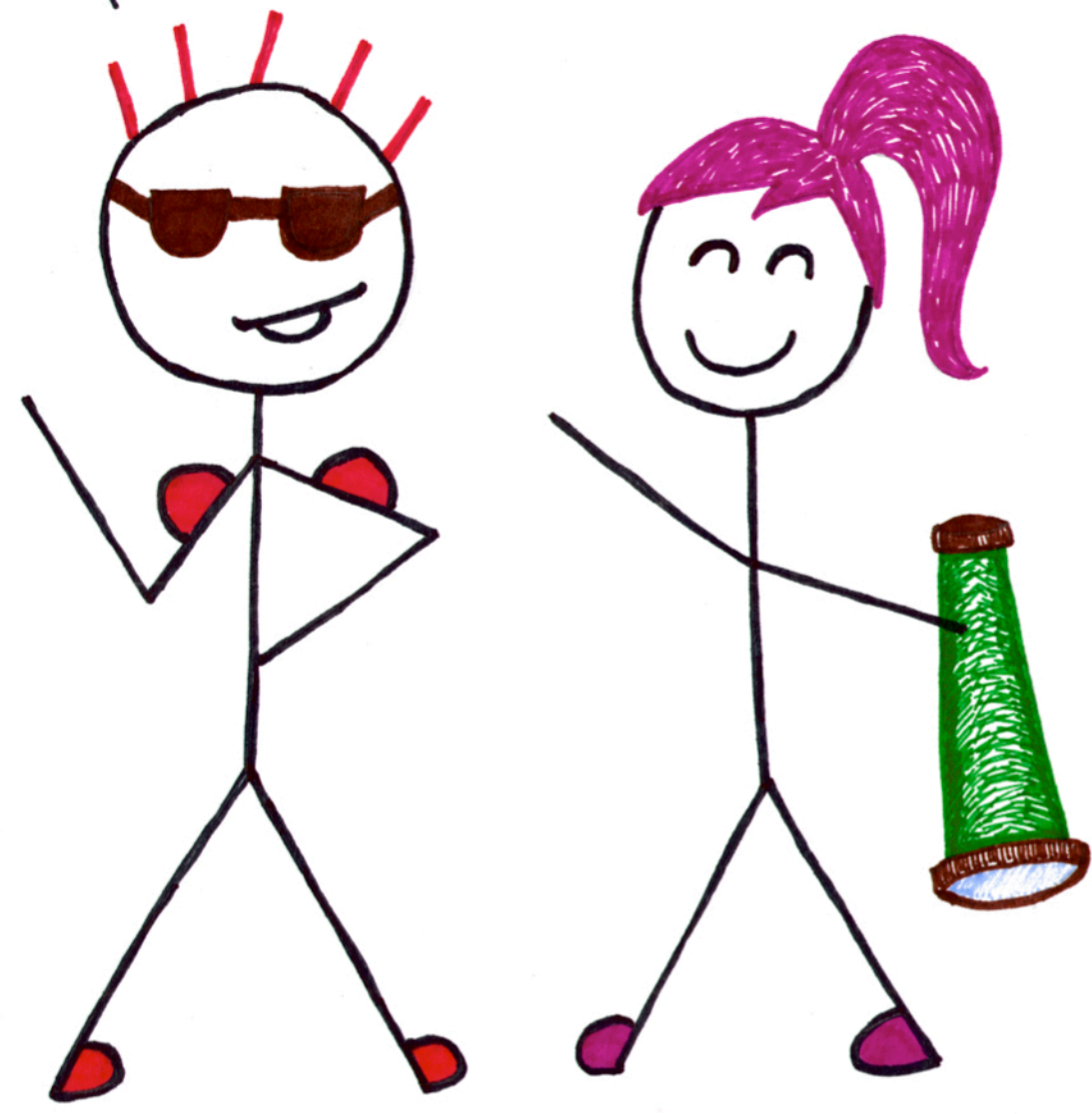
# Onboarding Buddy Village



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# Summary

let's document  
our architecture



let's simplify  
our deploy process



high  
five,  
bro!

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