Junior Engineers Are Features, Not Bugs

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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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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.
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
Better Practices

- Make time for engs to learn new things
- Reward mentorship
- Set clear expectations, check in often

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Onboarding Buddy Village

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Summary

let's document our architecture

let's simplify our deploy process

let's build safer tooling

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