

# Growing the development team

Experience from BIRD

# Maintaining BIRD

- development
- testing
- support
- merging contributions
- product and project management
- tracking the RFCs

# Too much for two people

# External contributions

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- feature and bugfix oriented
- merging is work

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- feature and bugfix oriented
- merging is work
- no major performance improvements
- refactoring is hard to contribute

# Hiring seniors



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- they aren't as good as you
- you could do their week-long work in an hour
- their growth is your responsibility
- **your soft skills now matter a lot**

# Juniors should ... (choose wisely)

- automate testing
- add missing project documentation
- serve tea to the seniors
- do all the travel paperwork for the team leader
- do easy development tasks

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# Juniors should do easy development tasks



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# Fortunately, juniors grow

# **Juniors become skillful and productive**



# **Juniors become skillful and productive**

... or run away if you scare them too much

# Hiring L2/3 support staff

- resolving easy customers' requests
- writing configuration for customers
- reproducing crashes
- developers can focus on actual coding

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# L2/3 support ...

**OSPF does not work**

**is the cable plugged in?**



# L2/3 support ...



# **BIRD Team now has 7 people**

... we are all learning how to work together

# My current role in the team

- supervising, leading, tutoring
- reviewing code written by others
- product strategies, coordination
- consulting, talking, ...
- hiring
- **ensuring that everybody is happy**



# Coding myself? Not much.

# Happier? Yes.

# Catching up with RFCs?

Not yet.

# Catching up with RFCs?

Not yet.

But we'll get there.

# It's a long run.

But worth it.

# Thanks to the whole team

and BIRD Support customers