College Student to SRE: Onboarding your Entry Level Talent

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Topics

- Who are we?
- Background
- Onboarding
- Training
- Mentoring
- Managing
- Lessons Learnt

$ ~~whoami~~ who-are-we

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Builder of reliable, scalable infrastructure

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My Journey

Your ELT's

Who / What are they?

- Just graduated from College
- May/May not have enterprise experience
- High aptitude for fast learning
- Non-jaded, highly impressionable/ idealistic thinkers

22%

SRE Hires were ELT's in 2015

Onboarding your Talent

Before Day 1

- Mentor/ Manager correspondence
- Company merchandise

Onboarding your Talent

Day 1

- Reaffirm decision to join LinkedIn
- Enforce company values
- New Hire Roadmap

Onboarding your Talent

Post Day 1

- Engineering Bootcamp
- SRE Onboarding checklist
- StartIn Program

Training your Talent

- Provide a strong set of 'get up to speed' classes/ documents
- For ELT's, extra background material may help
  - e.g. High Scalability Blog
- Technical resource they can talk to (i.e. mentor)
- Non-technical training

Mentoring your Talent

- Pair with best engineer(s)
- Clone
- Someone to reach out to
- Traits

Managing your Talent

- Support
- Opportunities and career
- 1:1
- Acknowledgement
- Morale
- Boring work

Lessons Learned

- Relationships matter
- Technical skills only get you so far
- Value **your** time

Advice for ELT's

- Make the most of the resources around you
- It's always better to ask questions than to assume and break something
- Always use feedback as a motivator to improve

Questions?

Onboarding your Talent

- Introduce:
  - Company Values
  - Expectations
  - Workplace culture
- Give them:
  - A short-term & longer-term roadmap of what their role will encompass
  - Flexibility

Hiring your Talent