Finding Your Way: Practical Strategies for Navigating Your Career

DrupalCon Seattle 2019
@guschilds



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Bradley University 2007 -**B.S.** in Interactive Media 2011 **Northwestern University** 2011 -Web Developer (salaried) 2012 Chromatic 2012 -Front-End Developer, Technical PM (contracted, salaried) 2018 RecordCollect 2013 -Technical Co-Founder (self-funded) 2015 **Mondo Robot** 2018 -

Senior Software Engineer (salaried)

Bradley University

B.S. in Interactive Media

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Web Developer (salaried)

Chromatic

Front-End Developer, Technical PM (contracted, salaried)

RecordCollect

Technical Co-Founder (self-funded)

Mondo Robot

Senior Software Engineer (salaried)

3 full-time, salaried positions Freelanced/contracted Co-founded a company

Evaluated countless résumés, applications Participated in many interviews Helped inform hiring decisions



Personal growth

You're not being challenged You're too comfortable You're complacent You've stagnated

"Switching companies is often the quickest way to get a promotion if your career has hit a plateau."

- Emma Wedekind, "How to Quit Your Job"

Lifestyle

You need to make more money
The work/life balance isn't there
You need different hours, benefits, etc.
The location isn't working and/or you're moving
You don't work from home but want to (or vice versa)



Organization

You don't agree with the goals/vision You don't believe in the leadership The company's culture is toxic The company is a sinking ship



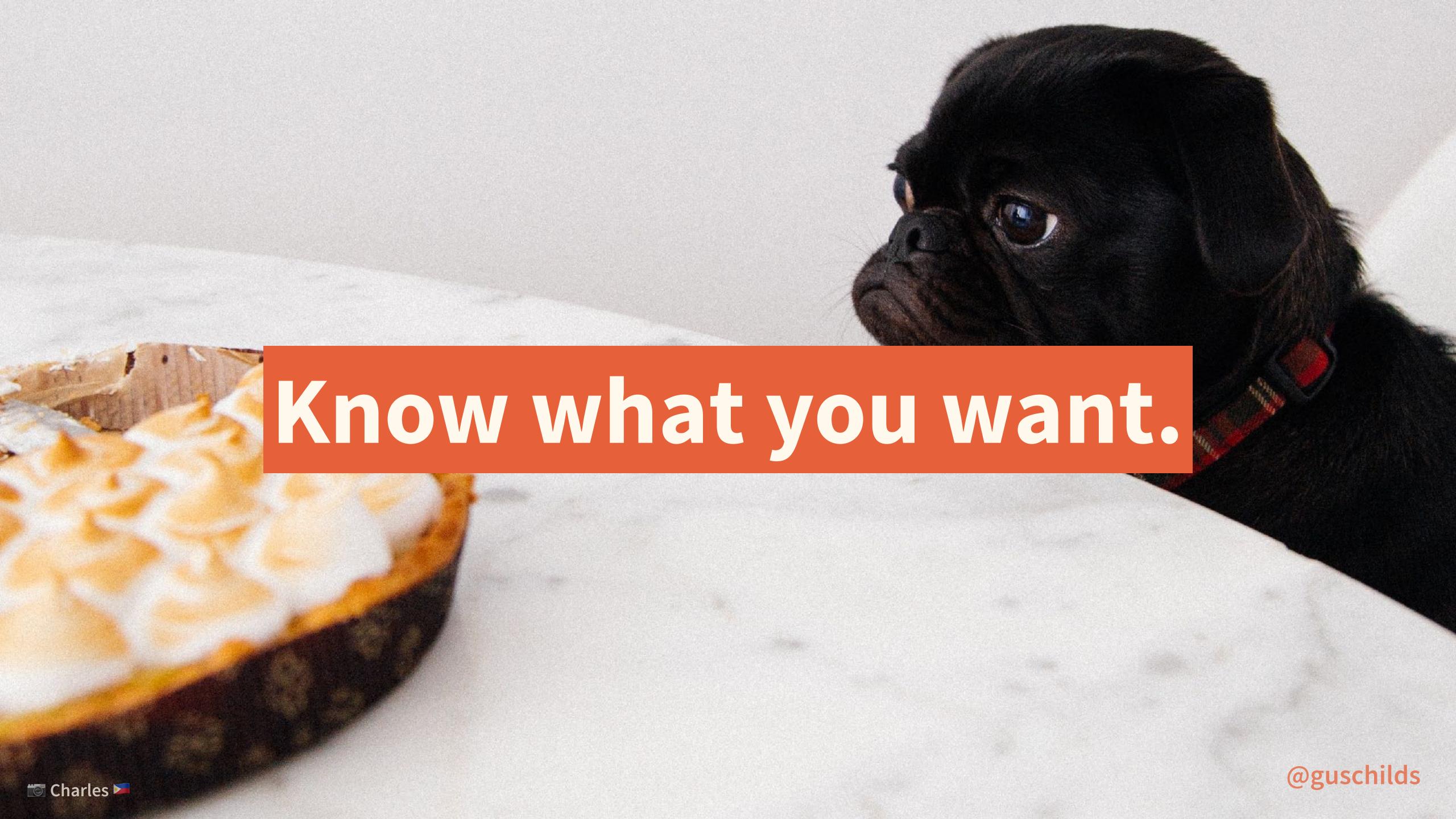


"Change careers like Tarzan.
Don't let go of the old vine until
the new one is supporting you.
And don't lose momentum."



"Every job you apply for should have its own portfolio. A great portfolio shows the hiring manager why you're perfect for that job, and perhaps that job only."

- Dan Mall, "A Portfolio Hiring Managers Can't Deny"











Be fearless.







Position

Why is this position open? Growth? Departure?
Who was your last hire for this position? How did it go?
Who will I learn from? Who will review my code?
What types of projects will I be working on?
What technologies will I be working with?

Organization

Are you a product or service company?

Do you own your projects or augment other teams?

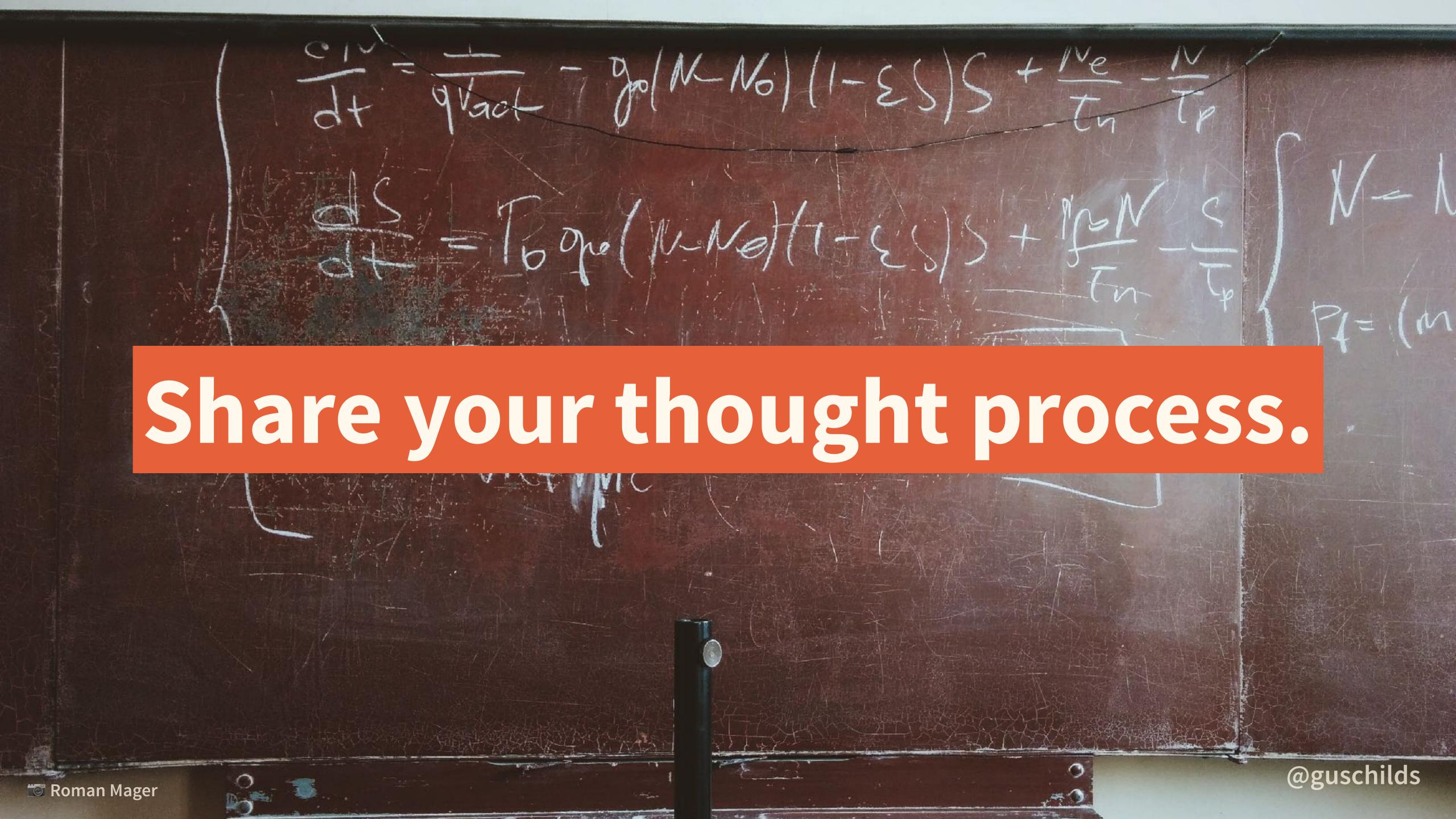
What do you do to support underrepresented groups?

How often do people work more than 40 hours?

Do you support/celebrate open source contribution?

Don't sweat the whiteboard.

with first in the contract













"Negotiating is a natural and expected part of the process of trying to make a deal. It's also a signal of competence and seriousness... Always, always negotiate."

- Haseeb Qureshi, "Ten Rules for Negotiating a Job Offer"







Good luck!

Thank you. Questions?

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Evaluate this session!

events.drupal.org/seattle2019/sessions/finding-your-way-practical-strategies-navigating-your-career

Take the survey!

https://www.surveymonkey.com/r/DrupalConSeattle

Attend the sprints on Friday!

Mentored Contribution: 9-6pm

First Time Workshop: 9-12pm

General Contribution: 9-6pm