

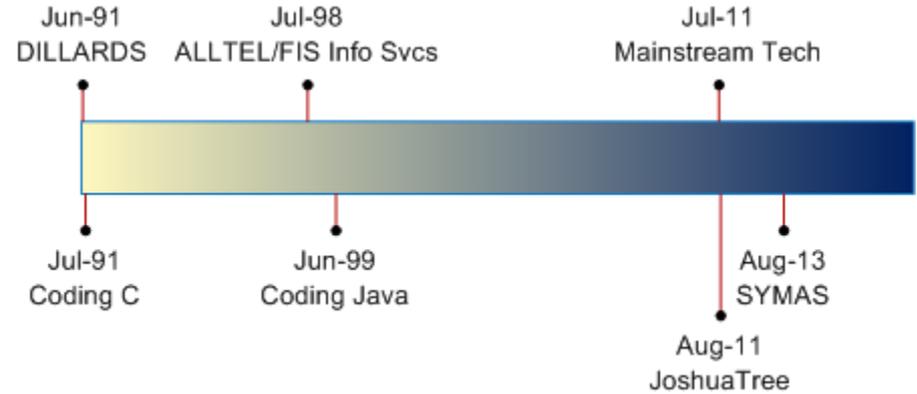
Advice for Graduating Coders

October 30, 2017

Arkansas Coding Academy

Introductions

Shawn McKinney



-  **symas** Software Architect
-  PMC Apache Directory Project
- Open  **LDAP**™ Engineering Team

Session Objective

Share ideas on how to make the most out of your new technology career.

Session Agenda

- Become the coder everyone wants
- Build a portable reputation
- Use social media wisely
- Use open source
- Stay involved
- Questions

Become the Coder Everyone Wants

- <https://www.javaworld.com/article/2078724/mobile-java/10-steps-to-becoming-the-developer-everyone-wants.html>

1. Blog

Set up a blog, and post more than once a month. Do real research and make sure you don't sound stupid. Seriously, learn to write. Do the stuff your grade-school English teacher taught you: Create an outline, draw a narrative, check the grammar and spelling. Then, with great sadness, simplify it and shorten it to the point enough where someone scanning it will have an idea of what it's about. The Internet does not tolerate nuance (nor does my editor).

<https://www.javaworld.com/article/2078724/mobile-java/10-steps-to-becoming-the-developer-everyone-wants.html>

2. Go Open Source

Don't believe the lies about open source. The younger among you may not remember the days where a developer could actually be unemployed, but even during the darkest stretches of the dot-bomb recession, all of the developers of the open source project I started were quickly back at work. Just make sure the open source code you produce reflects the kind of job you want. I wanted to solve hard problems with the simplest solutions possible, but I've interviewed developers who, as was clear from their open source code, wanted to complicate simple problems. Believe it or not, there's a market for that, but make sure your code reflects the market you're in.

3. Not six months, not 10 years

Don't switch jobs every six months. Seriously, the end of 100 percent developer employment will come again. When that time arrives, nothing will haunt you more than job-hopping. On the other hand, don't stay at the same place doing the same thing for 10 years. You'll become insulated and institutionalized. To stay valuable, you have to be familiar with more than how to code IBM's stack while at IBM in the IBM way. I haven't hired anyone who was at IBM or a similar organization for more than a year or two. They usually impress me in the interview but fail the programming test.

4. Eye on new, hands on the practical

Exceptionally young developers have a tendency to work on the shiny. Ruby is probably my favorite programming language, but it doesn't pay (on average) as much as Java, and the market is smaller. This may not always be true. Scala looks like it's coming on strong, but don't kid yourself about the market size -- it isn't here yet. On the other hand, don't stay still so long that you are the future equivalent of a COBOL or PowerBuilder developer either.

5. Write your own documentation

I can't tell you how many times I've worked on a project, only to be pulled into an executive meeting because I wrote a document or presentation they saw and understood. I always begin with an executive overview -- that is, the page you really have to read -- while the rest boils down to details in case you don't believe me. The question is: What does a very busy person have to know about the topic if it's not the only thing they're working on? What most managers want to know: Who can drive this to completion and won't BS me about how it's going? Write that way.

6. Brevity is the soul

One thing you learn about management right away is that the people who know what they're talking about tend to give shorter, more concise answers. When the responses grow long and complicated, it often means they don't know or won't commit. You also learn that tone is often inversely proportional to the importance of the topic.

7. Wow the crowd

Figure out how to give presentations and learn how to speak in public. Research a topic and make yourself at least an expert, if not the expert. Presentations to the public are generally better if they are in part entertaining. It takes a lot of embarrassing mishaps to develop this skill, but an engineer who can explain the matter in plain English to management and give an expert talk on a topic will almost always command a higher salary than one who doesn't.

8. Be realistic

Sure you like Erlang, but the market for Erlang isn't big. You should know more than one language, as well as "new" or newly hyped topics, but avoid such immature statements as "I won't code unless it's in Erlang" unless you've truly considered the business issues. It can pay to be a narrowly focused expert, but even that has a cost -- you'll be typecast according to your specialization, which may leave you high and dry when it's out of fashion. Sure, NoSQL is a better fit for your little project, but the company won't invest in it for a small one-off system. The RDBMS will work fine for this one.

9. Solve the hard stuff, know the tools

Put in the time to learn a few tools other people don't commonly know. What tools do you have that few know/use/understand and make you more effective than the people next to you?

10. Practice humility

This is the least common skill among developers. Sometimes it means you get your hands dirtier than you want. Other times it means you don't let it go to your head when you pack a room. Geek fame comes and goes, but remember, it's what you did recently that brings them in. Next week, it could all be gone. In the words of Tyler Durden, "You are not special." Yes, trolls, I'm fully aware of the irony.

Become the Coder Everyone Wants

- Forget about becoming the lone genius – surround yourself with people who are as smart or smarter than you are.
- Specialize within a particular technology area (become the expert)
- Do the jobs no one else wants and make it your own.
- Never say - ‘I can’t’.
- Always keep your cool.
- Diligence and honesty beats arrogance every time.
- The learning never ends.

A Few More

- Learn one programming language - fully. Others will naturally follow.
- Be assertive about your goals and aspirations.
- Maintain a proper work-life balance.

Build a portable reputation

- <https://medium.com/@sitapati/the-impact-github-is-having-on-your-software-career-right-now-6ce536ec0b50>

Build a portable reputation

For those of us who spent the past decade making a billion dollar open source software company however, there is nothing free or spare time about working in the open. And the benefits and consequences of working in the open are clear: your reputation is yours and is portable between companies. GitHub is a social network where your social capital, created by your commits and contribution to the global conversation in whatever technology you are working, is yours — not tied to the company you happen to be working at temporarily.

<https://medium.com/@sitapati/the-impact-github-is-having-on-your-software-career-right-now-6ce536ec0b50>

GitHub



Shawn McKinney
shawnmckinney

Code Monkey

Symas Corporation
 United States
 <http://iamfortress.net/>

Organizations



Overview Repositories **11** Stars **9** Followers **26** Following **15**

Pinned repositories

Customize your pinned repositories

≡ [apache/directory-fortress-core](#) —

Mirror of Apache Directory Fortress Core

● Java ★ 13 🗄 15

≡ [apache/directory-fortress-enmasse](#) —

Mirror of Apache Directory Fortress Enmasse

● Java ★ 2 🗄 6

≡ [apache/directory-fortress-realm](#) —

Mirror of Apache Directory Fortress Realm

● Java ★ 2 🗄 4

≡ [apache/directory-fortress-commander](#) —

Mirror of Apache Directory Fortress Commander

● Java ★ 3 🗄 4

≡ [apache-fortress-demo](#) —

Sample web app to demo end-to-end security w/ JavaEE, Spring Security and Apache Fortress. All connections use SSL.

● HTML ★ 10 🗄 9

≡ [fortress-saml-demo](#) —

This sample hooks Apache Directory Fortress with Spring Security SAML SP and a common SAML 2.0 IdP

● Java ★ 7 🗄 3

<https://github.com/shawnmckinney>

397 contributions in the last year

Contribution settings -



Contribution activity

Jump to -

2017

October 2017

Created 4 commits in 1 repository
[shawnmckinney/serial-exploit-sample](#) 4 commits

2016
2015

Github



Referring sites

Site	Views	Unique visitors
Google	42	28
github.com	18	6
DuckDuckGo	1	1

Popular content

Content	Views	Unique visitors
fortress-saml-demo...	34	15
shawnmckinney/for...	28	24
fortress-saml-demo...	14	3
fortress-saml-demo...	9	3
fortress-saml-demo...	8	4
fortress-saml-demo...	6	4
fortress-saml-demo...	6	3
fortress-saml-demo...	6	2
fortress-saml-demo...	5	2
fortress-saml-demo...	2	2

<https://github.com/shawnmckinney/fortress-saml-demo>

shawnmckinney / fortress-saml-demo

Code Issues 0 Pull requests 0 Boards Reports Projects 0 Wiki Insights Settings

This sample hooks Apache Directory Fortress with Spring Security SAML SP and a common SAML 2.0 IdP [Edit](#)

[Add topics](#)

247 commits 1 branch 0 releases 1 contributor Unlicense

Branch: master - [New pull request](#) [Create new file](#) [Upload files](#) [Find file](#) [Clone or download](#)

shawnmckinney problem with global logout not clearing out session - revert for now. Latest commit c966f30 on Sep 15

- src/main problem with global logout not clearing out session - revert for now. a month ago
- .gitignore add .gitignore 2 years ago
- ENABLE-SHIB-IDP.md Update ENABLE-SHIB-IDP.md a year ago
- README.md Add steps to prepare tomcat to allow autodeploy of fortress-saml-demo 3 months ago
- REGISTER-SSOCIRCLE.md Update to latest fortress-core, 2.0.1-SNAPSHOT, and clarify metadata ... 7 months ago
- SPRING-SECURITY-SAML2-... preparations for 2.0.0-RC2 release 6 months ago
- UNLICENSE initial import 2 years ago
- pom.xml java 8 3 months ago

Overview of the fortress-saml-demo README

- 1. SP Metadata Generator
- 2. Global Identity Repo
- 3. SP Metadata Storage
- 4. User Mappings
- 5. IdP Metadata Storage
- 6. SAML Authentication
- 7. RBAC Policy Decision Point
- 8. Web App Authorization

@shawnmckinney Twitter



Tweets
2,120

Following
104

Followers
203

Likes
985

Lists
0

Moments
0

Edit profile

Shawn McKinney

@shawnmckinney

Just another bike riding code monkey.

Little Rock, AR

iamfortress.net

Joined April 2009

165 Photos and videos



Tweets

Tweets & replies

Media



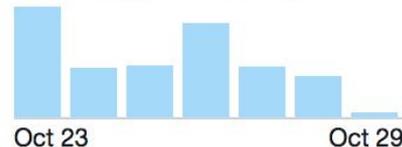
Shawn McKinney @shawnmckinney · Oct 28

Why I Ride iamfortress.net/2017/10/28/why...



Your Tweet activity

Your Tweets earned **3,609 impressions** over the last week



View your top Tweets

Who to follow · Refresh · View all



Robert Piasecki @rob... ×

Follow



Daniel Gruno @Humb... ×

Follow

Use Social Media Wisely - Twitter

- One account, one theme.
- Post news about projects.
- Links to blogs you've written or that are relevant.
- Technical articles
- Only follow people who post interesting stuff (not friends)

Use Social Media Wisely - LinkedIn

- Keep the profile current (resume)
- Only follow people you've actually met.
- Use as rolodex – people you've worked and want to again.
- Join groups that correspond with your technology interests.
- Post to these groups.

Use Social Media Wisely - Mailing Lists

directory-fortress mailing list archives: May 2017

[Site index](#) · [List index](#)

Box list		Message list	
Aug 2017	5	Shawn McKinney	Notification of a 2.0.0-RC2 release
Jul 2017	5	Emmanuel Lécharny	Re: Notification of a 2.0.0-RC2 release
Jun 2017	51	Shawn	Re: Notification of a 2.0.0-RC2 release
May 2017	44	Shawn McKinney	[VOTE] Apache Fortress 2.0.0-RC2 release
Apr 2017	22	Stefan Seelmann	Re: [VOTE] Apache Fortress 2.0.0-RC2 release
Mar 2017	3	Chris Pike	Re: [VOTE] Apache Fortress 2.0.0-RC2 release
Feb 2017	16	Shawn McKinney	RESULT: was [VOTE] Apache Fortress 2.0.0-RC2 release
Jan 2017	3	Shawn McKinney	Re: RESULT: was [VOTE] Apache Fortress 2.0.0-RC2 release
Dec 2016	33	Shawn McKinney	Re: RESULT: was [VOTE] Apache Fortress 2.0.0-RC2 release
Nov 2016	39	Chris Pike	Unit Tests
Oct 2016	153	Shawn McKinney	Re: Unit Tests
Sep 2016	43	Chris Pike	Re: Unit Tests
Aug 2016	26	Shawn	Re: Unit Tests
Jul 2016	53	Chris Pike	Re: Unit Tests
Jun 2016	4	Shawn McKinney	Re: Unit Tests
May 2016	34	Chris Pike	Re: Unit Tests
Apr 2016	60	Shawn McKinney	Re: Unit Tests
Mar 2016	105	Shawn McKinney	[ANNOUNCE] Apache Fortress 2.0.0-RC2 released
Feb 2016	74	Shawn McKinney	2.0 and beyond
Jan 2016	66	Martijn Dashorst	Re: 2.0 and beyond
Dec 2015	55	Shawn McKinney	Re: 2.0 and beyond
Nov 2015	27	Martijn Dashorst	Re: 2.0 and beyond
Oct 2015	3	Shawn McKinney	Re: 2.0 and beyond

Proper Mailing List Etiquette

- Keep the posts positive.
- Always perform the necessary due diligence.
- Never convey a sense of entitlement or urgency.
- Be humble.
- Return the help in kind.

Use Open Source

<https://projects.apache.org/>

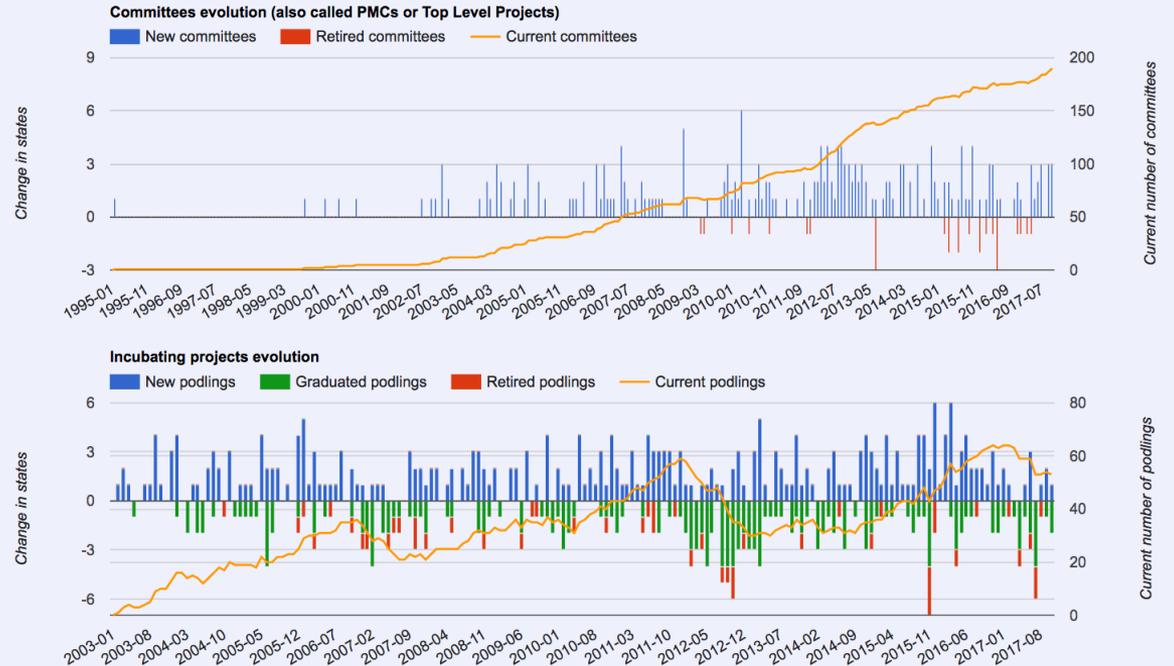
Welcome to the Apache Projects Directory

This site is a catalog of Apache Software Foundation projects. It is designed to help you find specific projects that meet your interests and to gain a broader understanding of the wide variety of work currently underway in the Apache community.

There are currently **350+** open source initiatives at the ASF:

- 190 committees managing 315 projects
- 5 special committees*
- 53 incubating podlings

*Infrastructure, Travel Assistance, Security Team, Legal Affairs and Brand Management



Use Open Source

- Join an Apache Project
- Start small – learn to use and test first.
- Ask and answer questions on mailing list.
- Volunteer for tasks
- Meritocracy
- Community

Stay Involved

- Join technology groups
- Attend local meetups
- Actively network with your friends and colleagues

Wrap-up

- Questions

Let's Go

Twitter: [@shawnmckinney](https://twitter.com/shawnmckinney)

Website: <https://symas.com>

Email: smckinney@symas.com

Blog: <https://iamfortress.net>

Project: <https://directory.apache.org/fortress>