

The Open Source Software Developer Career and its Benefits

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[Advanced](#)

Championing Open Source and Everything-as-a-Service - Cloud

Computing, SDN and DevOps

Raleigh-Durham, North Carolina Area • Computer Software

▶ 29 shared connections • Similar • 500+

Current: **Committer** at Apache CloudStack

[Message](#)

Philippe Ombredanne 1st

CTO and co-founder, nexB Inc. Open source enthusiast, hacker and entrepreneur, software librarian, code detective.

San Francisco Bay Area • Computer Software

▶ 13 shared connections • Similar • 500+

Current: **Committer** at The Eclipse Foundation

[Message](#)

Martin Lippert 1st

Principal Software Engineer at Pivotal Inc.

Hamburg Area, Germany • Computer Software

▶ 52 shared connections • Similar • 500+

Current: **Committer** on Equinox Weaving at Open Source

[Message](#)

Henri Yandell 1st

Open Source Architect

Greater Seattle Area • Computer Software

▶ 10 shared connections • Similar • 500+

Current: **Committer/Member** at Apache Software Foundation

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Experience

Member of Technical Staff

Hortonworks

April 2012 – Present (2 years 2 months) | Bristol, England

Building the future of datacentre-scale applications on top of Hadoop.



Member

Apache Software Foundation

March 2000 – Present (14 years 3 months)

Active committer in the Hadoop core project

Inactive committer on the Ant build & test tool.

Inactive committer on the Axis SOAP stack.



Research Scientist

Hewlett-Packard Laboratories

1989 – March 2012 (23 years) | Bristol, United Kingdom

Current areas of research: the emergent open source datacentre-OS stack based on Hadoop; cloud infrastructures and deployment of the Hadoop stack on cloud platforms. Key operational challenges of testing, scalability, reliability, and operations, and that of making the application agile enough to work the dynamic infrastructures which I am helping to build.



Erich Gamma [1] on Hiring Developers [2]

"[...] when I received the first job application with a link to a code contribution to an open source project, I immediately followed the link, reviewed the code, invited the candidate for an interview round, and eventually made an offer. A link to **a code contribution to an Open Source project is a great differentiator in a job application**, in particular when you have to select among a large number of applications."

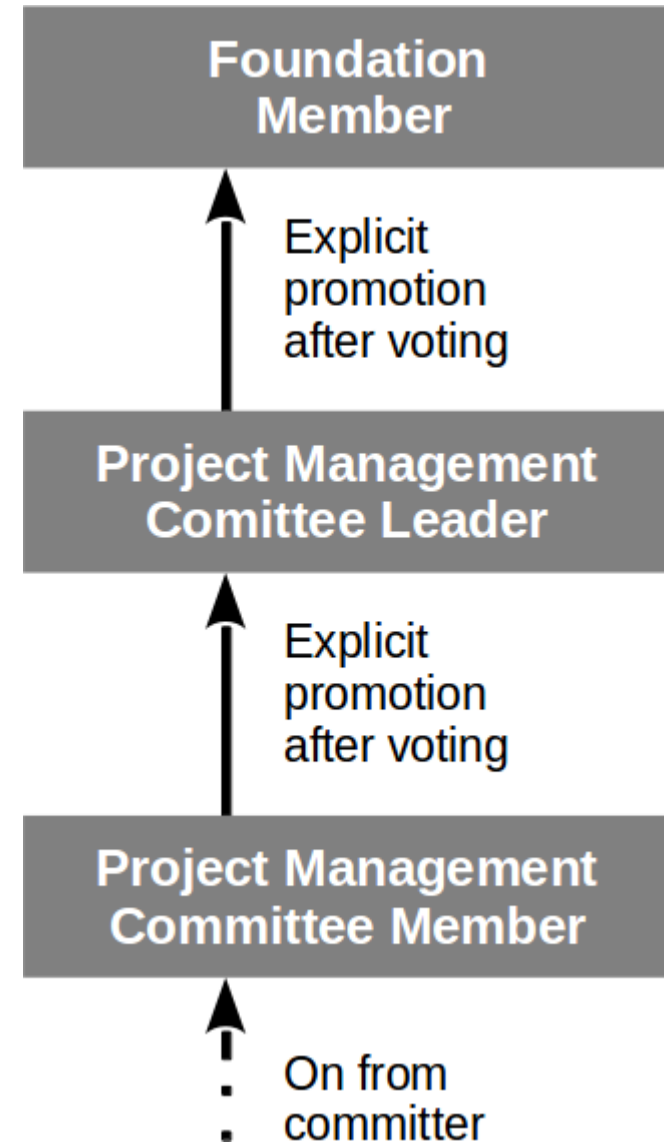
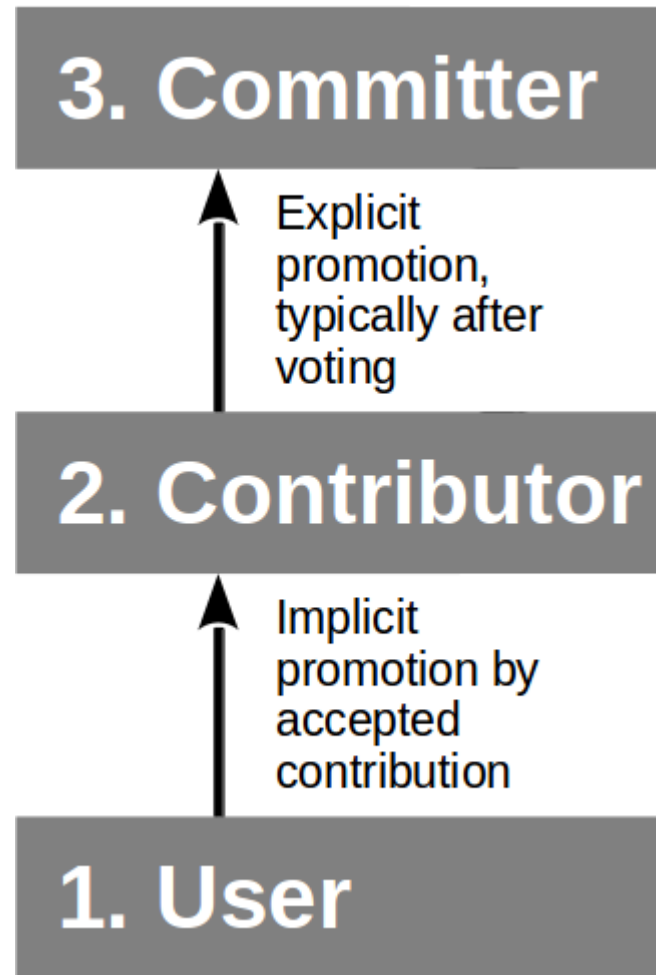
Erich Gamma, 2014

[1] Erich Gamma, Distinguished Engineer, Microsoft Corp.

[2] Quotations in this presentation were provided by email.

- 1. Career Stages**
- 2. Signals and Value**
- 3. Value Appropriation**

The Open Source Software Developer Career



Chris DiBona [3] on Hiring Developers

“Open source software is strategic to Google, and naturally **we hire a great number of open source developers.** Someone who demonstrates their ability by contributing to open source projects shows that **they are able to code in the real world** in ways other developers can not readily match. **It's the ultimate referral.**”

Chris DiBona, 2014

- 1. Verifiable technical skills**
- 2. Peer-confirmed competencies**
- 3. Position of influence**

Verifiable Claims to Technical Skills

- 1. Demonstrated technical skills
independently of a project**
- 2. Demonstrated technical skills
for a particular project**

Marten Mickos [4] on Hiring Developers

“From a software vendor’s perspective, open source work on a developer’s resume is a definitive plus. [...] **If the developer even contributed to our [open source] products, it increases their chance of being successful at our company:** Ramp-up time will be shorter and we know they are likely to be a better fit than an unknown developer. **All of this leads us to prefer open source developers when hiring.**” Marten Mickos, 2014

Peer-Confirmed Skills and Competencies

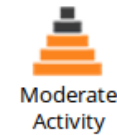
- 1. Peer-confirmed technical skills**
- 2. Peer-confirmed social skills**
- 3. Peer-confirmed leadership skills**

Rachel Chalmers [5] on Startup Investments

“When we look at a start-up, we look at the GitHub repositories, we look at Ohloh.net. **We drill down to the level of individual developers. It informs our investment decision. That fact alone gives open source software developers significant leverage when negotiating their position, salary, and benefits with startups.**” Rachel Chalmers, 2014



collectd

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I Use This!

Project Summary

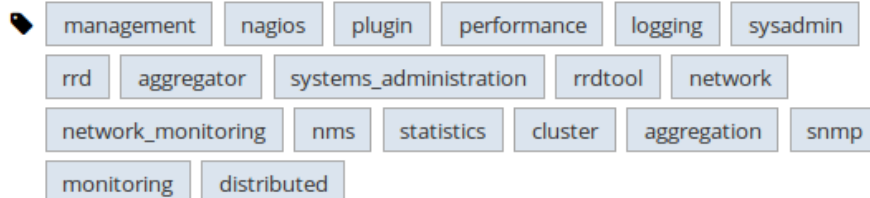
 Analyzed 2 days ago based on code collected 2 days ago.

collectd is a small daemon which collects system information periodically and writes the results to an RRD-file.

What does collectd do?

collectd collects information about the system it is running on and writes this information into special database files. These database files can then be used to generate graphs of the collected data. collectd itself does not generate graphs, it only collects the data. You should use software like drraw to generate pretty pictures from these RRD-files. Nonetheless, sample scripts are included to get you started on own graphing scripts.

Tags



Share



In a Nutshell, collectd...

... has had 5,608 commits made by 236 contributors representing 112,408 lines of code

... is mostly written in C with an average number of source code comments

Quick Reference

Project Links: [Homepage](#)

[Download](#)

Code Locations: [git://git.verplant.org/collectd.git](https://git.verplant.org/collectd.git)

Licenses: BSD-3-Clause and MIT

Similar Projects:  Cacti  GroundWork M...

 OpenNMS

 Opsview Core

Managers: octo

[Browse Code](#)

Languages



C 72%

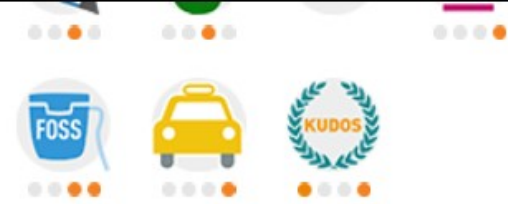
Perl 17%

12 Other 11%



<http://verplant.org/>

C



Account Summary

Analyzed about 22 hours ago

Projects Used



more

Most experienced in

C

First commit over 8 years ago

Most recent commit 13 days ago

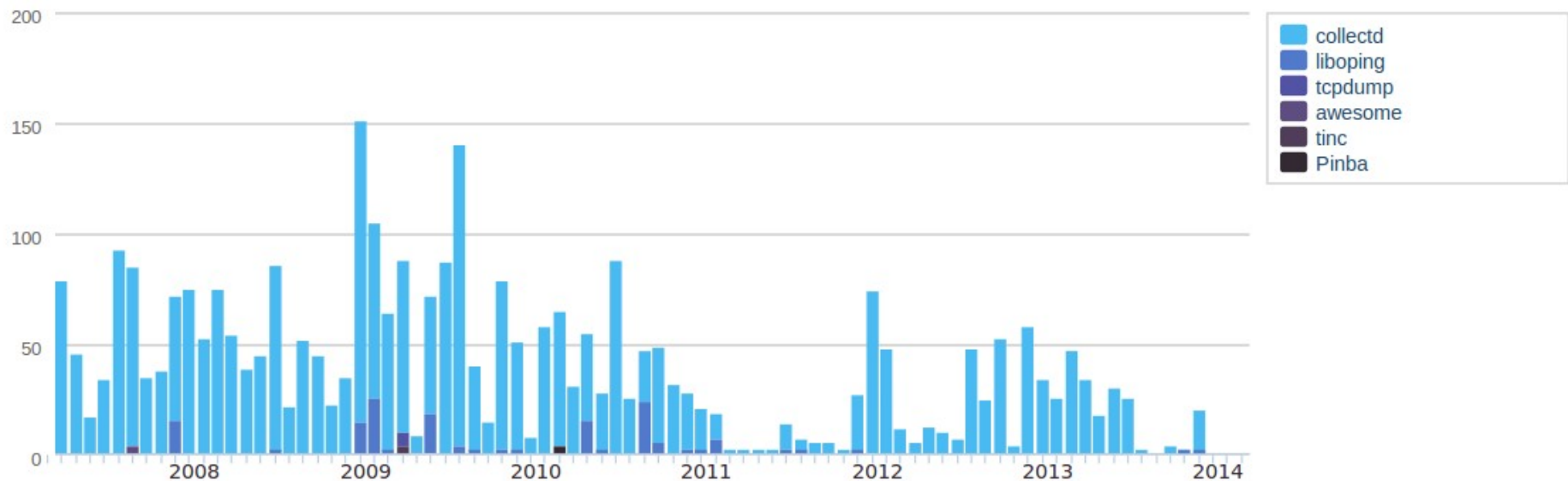
Has made 4190 commits

Joined Ohloh almost 7 years ago

Contributed to 8 projects

Development History

Commits by Project May 2007 - Present



How Open Source Work is Different

Traditional Work

- Hierarchical
 - Closed and hidden silos
 - Assigned to project
- Status-oriented
 - Public + private discussions
 - Hierarchical status decides
- Assigned tasks
 - Prescribed process
 - Prescribed jobs

Open Collaboration

- Egalitarian
 - Open for contribution
 - Everyone can contribute
- Meritocratic
 - Public discussion process
 - Decisions based on merit
- Self-organizing
 - People find their process
 - People find their project

Robert O'Callahan [6] on Company Culture

“Open source contributors tend to believe in and practice the values that characterize successful open source projects, such as **community, meritocracy and transparent government**. Hiring those people **strengthens those values within your corporate culture**.”

Robert O'Callahan, 2014

Position of Power and Influence

- 1. Position of power and influence in project**
- 2. Visibility to community and beyond**

Justin Erenkrantz [7] on Value of Position

“At the ASF, members of the Project Management Committee are recruited from the project contributors. **As the recognized stewards of the project, all PMC members (including the appointed chair) wield significant power over the project through the power of the veto.**” Justin Erenkrantz, 2014

Value of Position of Influence to Employer

- 1. Visibility into what's coming**
- 2. Influence on the project**
- 3. Increased employer attractiveness**
- 4. Goodwill with the community**
- 5. Competence by association**

Kai-Uwe Maetzel [8] on Value of Position

“My contributions to the Eclipse project (2000-2007) resulted in a high visibility in the Eclipse affine developer community. Pretty much **every offer I received during these years from potential employers explicitly referred to my reputation in the Eclipse project.**”

Kai-Uwe Maetzel, 2014

Economic Value of Committer Position [9]

„[...] the wage of contributors with rank committer or above is on average about 29% higher than that of [other] developers after controlling for education, programming experience, work experience, job switch, and firm characteristics.“

[9] Hann, I.H., et al. (2002). “Why do developers contribute to open source projects? First evidence of economic incentives.” 2nd Workshop on Open Source Software Engineering, Orlando, FL. 2002.

Value to Open Source Developer

- 1. Higher salary**
- 2. Higher job security**
- 3. Richer job experience**

Dirk Riehle. “The Open Source Software Developer Career and its Benefits.” IEEE Computer (2014), to appear.

Available from

<http://wp.me/Pe4V6-WV>

Thank you! Questions?

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