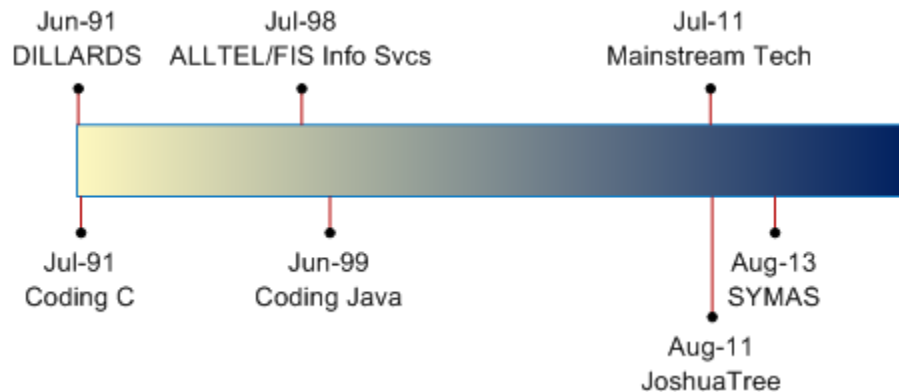


# Advice for Graduating Coders




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.*

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

# 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

<https://github.com/shawnmckinney>

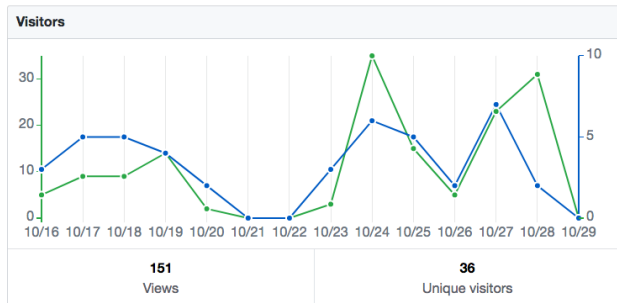
Arkansas Coding Academy 2017

The screenshot shows the GitHub profile of Shawn McKinney. The profile includes a header with navigation links (Overview, Repositories, Stars, Followers, Following), a pinned repositories section with four items, a contribution activity section with a calendar, and a contribution activity section with a timeline. The pinned repositories are:

- apache/directory-fortress-core**: Mirror of Apache Directory Fortress Core. 13 stars, 15 forks.
- apache/directory-fortress-enmasse**: Mirror of Apache Directory Fortress Enmasse. 2 stars, 6 forks.
- apache/directory-fortress-realm**: Mirror of Apache Directory Fortress Realm. 2 stars, 4 forks.
- apache/directory-fortress-commander**: Mirror of Apache Directory Fortress Commander. 3 stars, 4 forks.
- apache-fortress-demo**: Sample web app to demo end-to-end security w/ JavaEE, Spring Security and Apache Fortress. All connections use SSL. 10 stars, 9 forks.
- fortress-saml-demo**: This sample hooks Apache Directory Fortress with Spring Security SAML SP and a common SAML 2.0 IdP. 7 stars, 3 forks.

The contribution activity section shows 397 contributions in the last year, with a calendar view for the year 2017. The timeline shows that Shawn McKinney created 4 commits in 1 repository (shawnmckinney/serial-exploit-sample) in October 2017.

# 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

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

README.md

Overview of the fortress-saml-demo README

Identity Provider (IdP)

2

3

LDAPv3

4

Java Servlet Container

5

Spring Security

2

6

Fortress SAML Demo

7

8

Links | Buttons | Controls

RBAC

Spring SAML SP

Spring SAML Sample

1

Authentication

HTTP/S Termination Point

HTTP

LDAPv3

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



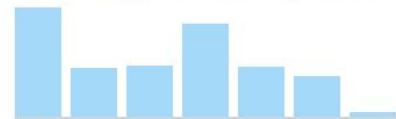
**Shawn McKinney** @shawnmckinney · Oct 28

Why I Ride [iamfortress.net/2017/10/28/why...](http://iamfortress.net/2017/10/28/why...)



## Your Tweet activity

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



Oct 23

Oct 29

[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	
<a href="#">Aug 2017</a>	5
<a href="#">Jul 2017</a>	5
<a href="#">Jun 2017</a>	51
<a href="#">May 2017</a>	44
<a href="#">Apr 2017</a>	22
<a href="#">Mar 2017</a>	3
<a href="#">Feb 2017</a>	16
<a href="#">Jan 2017</a>	3
<a href="#">Dec 2016</a>	33
<a href="#">Nov 2016</a>	39
<a href="#">Oct 2016</a>	153
<a href="#">Sep 2016</a>	43
<a href="#">Aug 2016</a>	26
<a href="#">Jul 2016</a>	53
<a href="#">Jun 2016</a>	4
<a href="#">May 2016</a>	34
<a href="#">Apr 2016</a>	60
<a href="#">Mar 2016</a>	105
<a href="#">Feb 2016</a>	74
<a href="#">Jan 2016</a>	66
<a href="#">Dec 2015</a>	55
<a href="#">Nov 2015</a>	27
<a href="#">Oct 2015</a>	3

Message list	
Shawn McKinney	<a href="#">Notification of a 2.0.0-RC2 release</a>
Emmanuel Lécharny	<a href="#">Re: Notification of a 2.0.0-RC2 release</a>
Shawn	<a href="#">Re: Notification of a 2.0.0-RC2 release</a>
Shawn McKinney	<a href="#">[VOTE] Apache Fortress 2.0.0-RC2 release</a>
Stefan Seelmann	<a href="#">Re: [VOTE] Apache Fortress 2.0.0-RC2 release</a>
Chris Pike	<a href="#">Re: [VOTE] Apache Fortress 2.0.0-RC2 release</a>
Shawn McKinney	<a href="#">RESULT: was [VOTE] Apache Fortress 2.0.0-RC2 release</a>
Shawn McKinney	<a href="#">Re: RESULT: was [VOTE] Apache Fortress 2.0.0-RC2 release</a>
Shawn McKinney	<a href="#">Re: RESULT: was [VOTE] Apache Fortress 2.0.0-RC2 release</a>
Chris Pike	<a href="#">Unit Tests</a>
Shawn McKinney	<a href="#">Re: Unit Tests</a>
Chris Pike	<a href="#">Re: Unit Tests</a>
Shawn	<a href="#">Re: Unit Tests</a>
Chris Pike	<a href="#">Re: Unit Tests</a>
Shawn McKinney	<a href="#">Re: Unit Tests</a>
Chris Pike	<a href="#">Re: Unit Tests</a>
Shawn McKinney	<a href="#">Re: Unit Tests</a>
Shawn McKinney	<a href="#">[ANNOUNCE] Apache Fortress 2.0.0-RC2 released</a>
Shawn McKinney	<a href="#">2.0 and beyond</a>
Martijn Dashorst	<a href="#">Re: 2.0 and beyond</a>
Shawn McKinney	<a href="#">Re: 2.0 and beyond</a>
Martijn Dashorst	<a href="#">Re: 2.0 and beyond</a>
Shawn McKinney	<a href="#">Re: 2.0 and beyond</a>

# 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/>

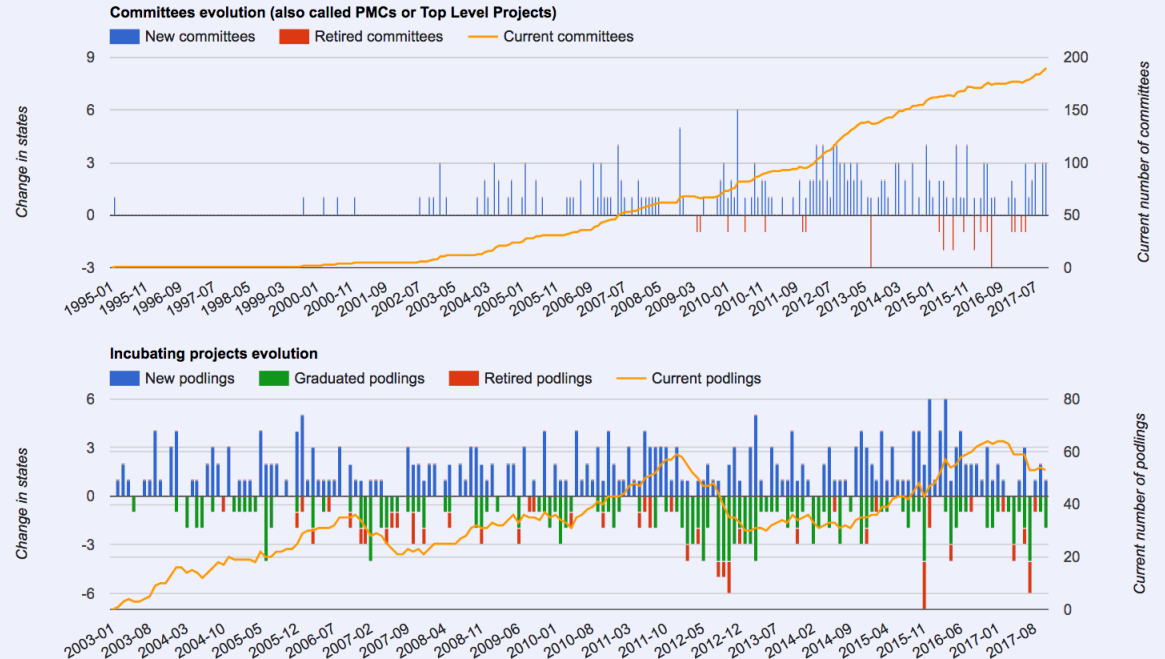
## Welcome to the Apache Projects Directory

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](#)

Website: <https://symas.com>

Email: [smckinney@symas.com](mailto:smckinney@symas.com)

Blog: <https://iamfortress.net>

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