

10x Developer

Martin Kulov

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There is a new currency
today...

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...and it is not Bitcoin...

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... it is YOU,
the Software Engineer!

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The 5,000 BGN referral case

- Aggressive hire campaign
- Just one of many

Types of hunt

- Best and brightest
- Mid level aka Златна среда
- Number of academies to grow developers

“Software developers are now more valuable to companies than money”

* cnbc.com, 6 Sept 2018

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Developers as business multipliers

- 1,000+ C-level executives were surveyed:
- 61% say:
Access to development talent is a bigger threat than access to capital and impact of Brexit
- 96% say:
It is high/medium priority to increase productivity of developers

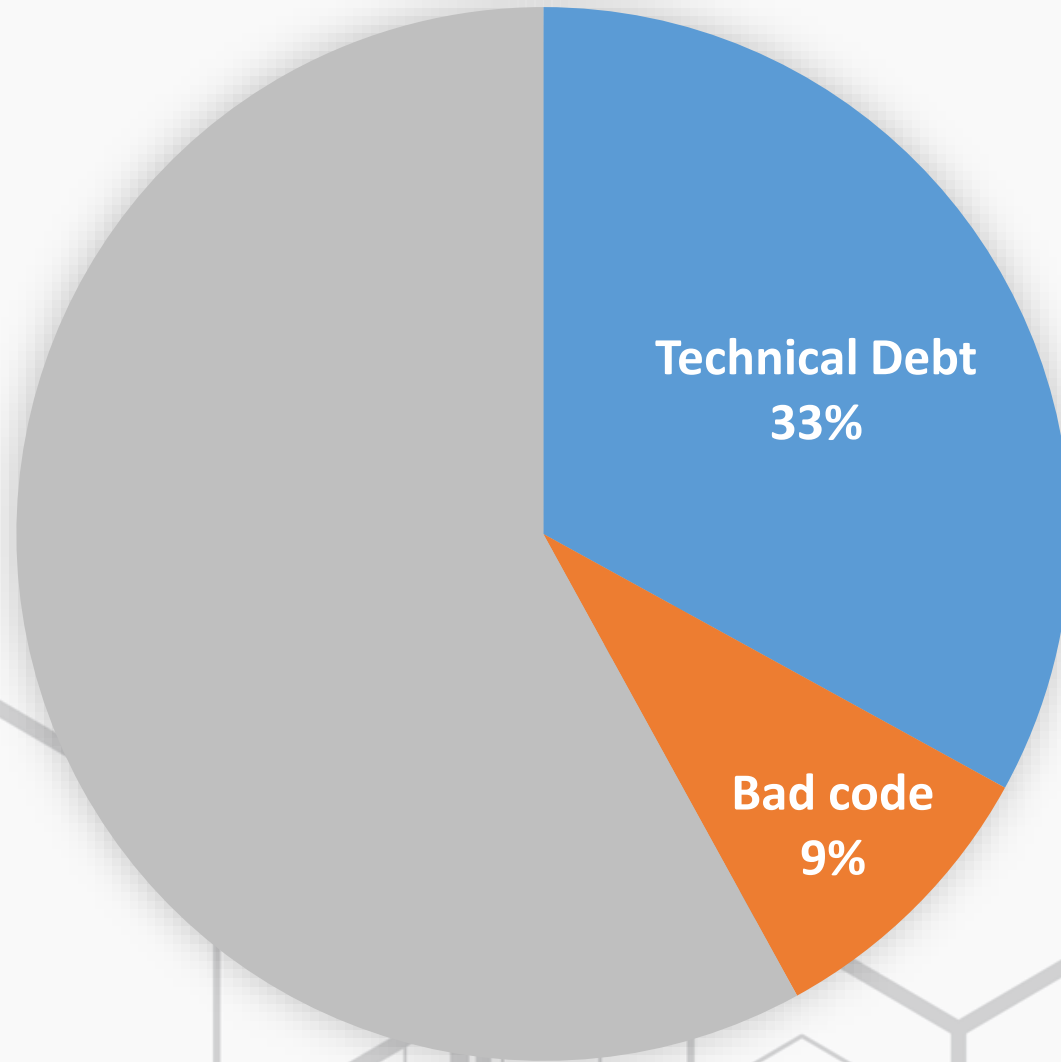
* Stripe, The Developer Coefficient 2018 Report

There is room for
improvement!

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41.1h Developer work week



Total cost of \$300 billion a year

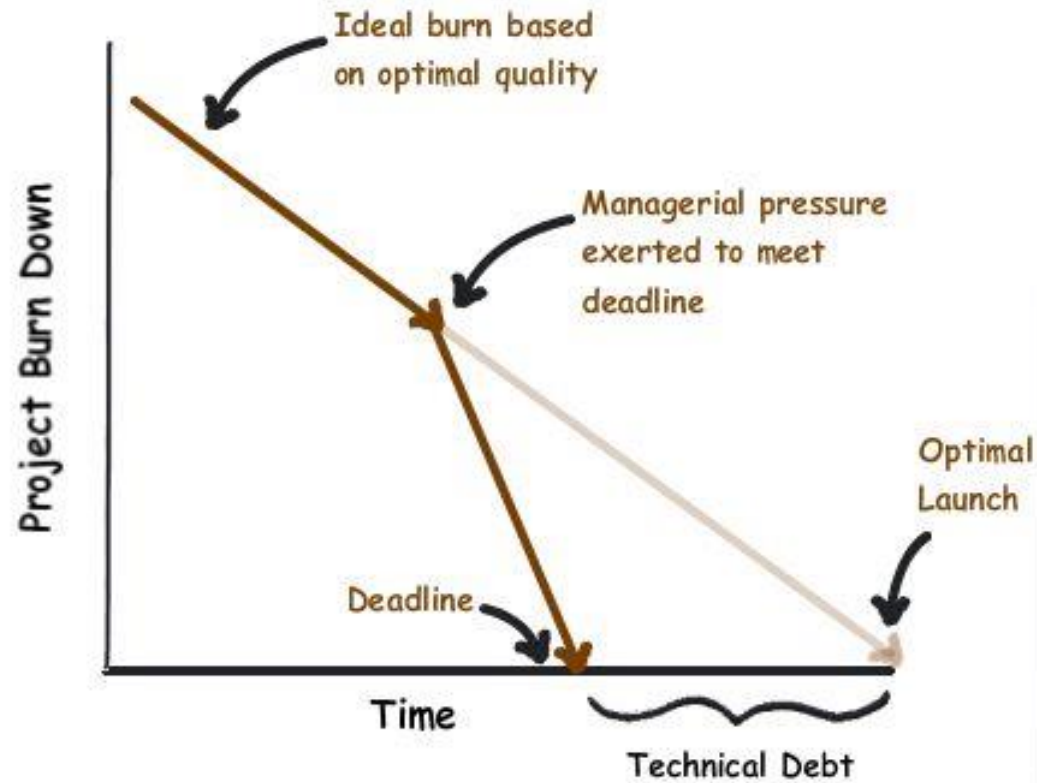
- Bad code costs \$85 billion a year
- Technical debt costs \$215 billion a year

What is technical debt?

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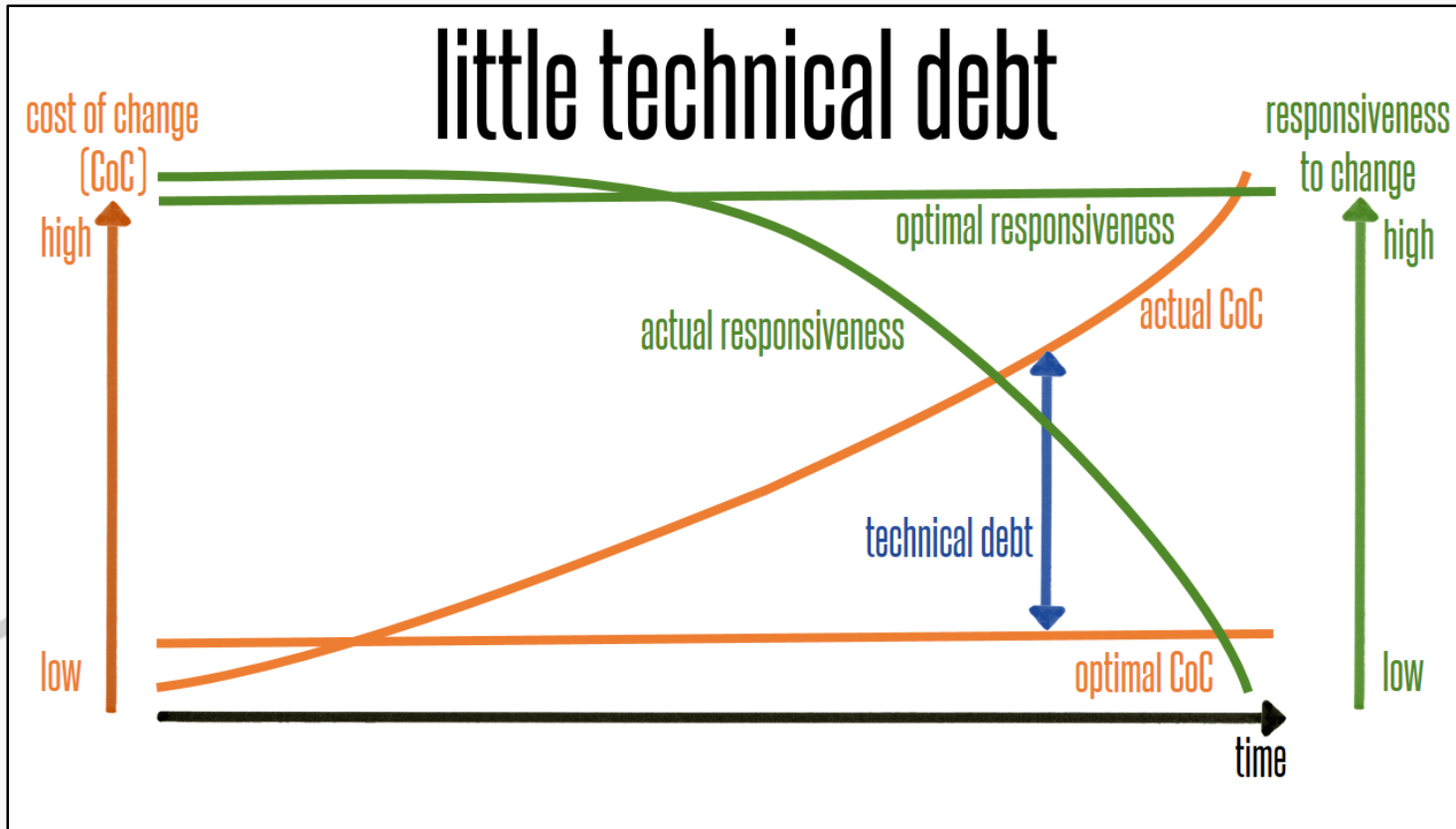
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Technical Debt



<http://commadot.com>

little technical debt



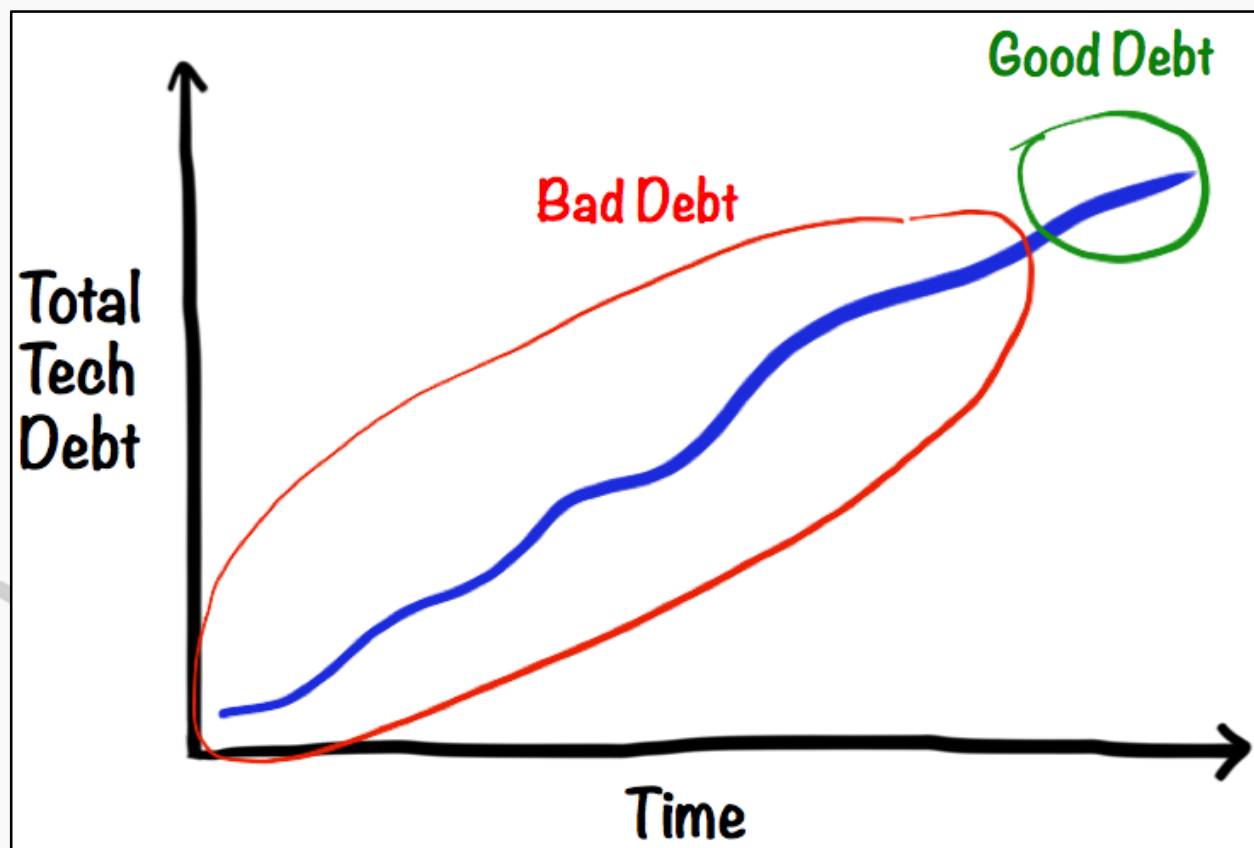
Technical Debt

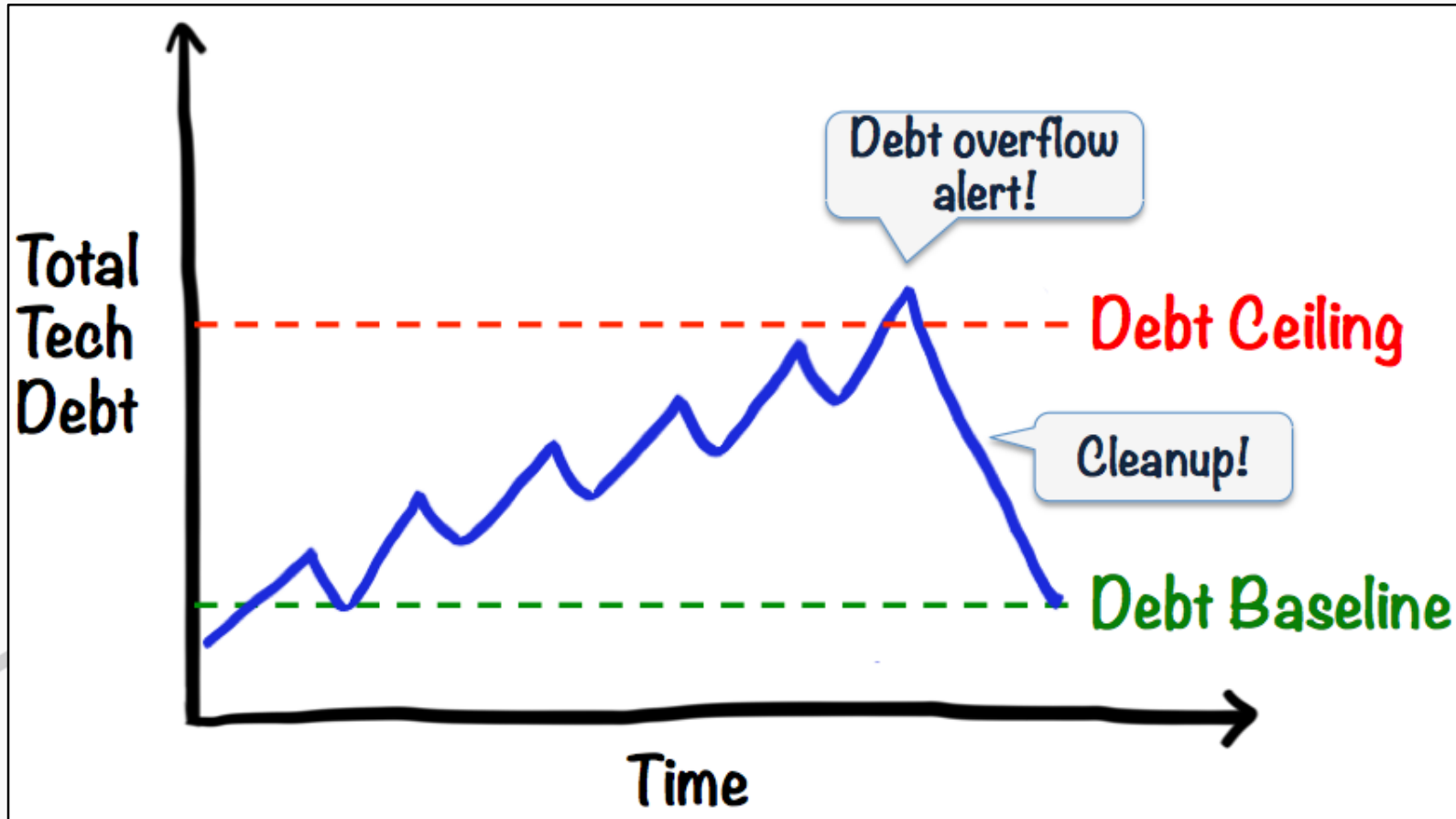


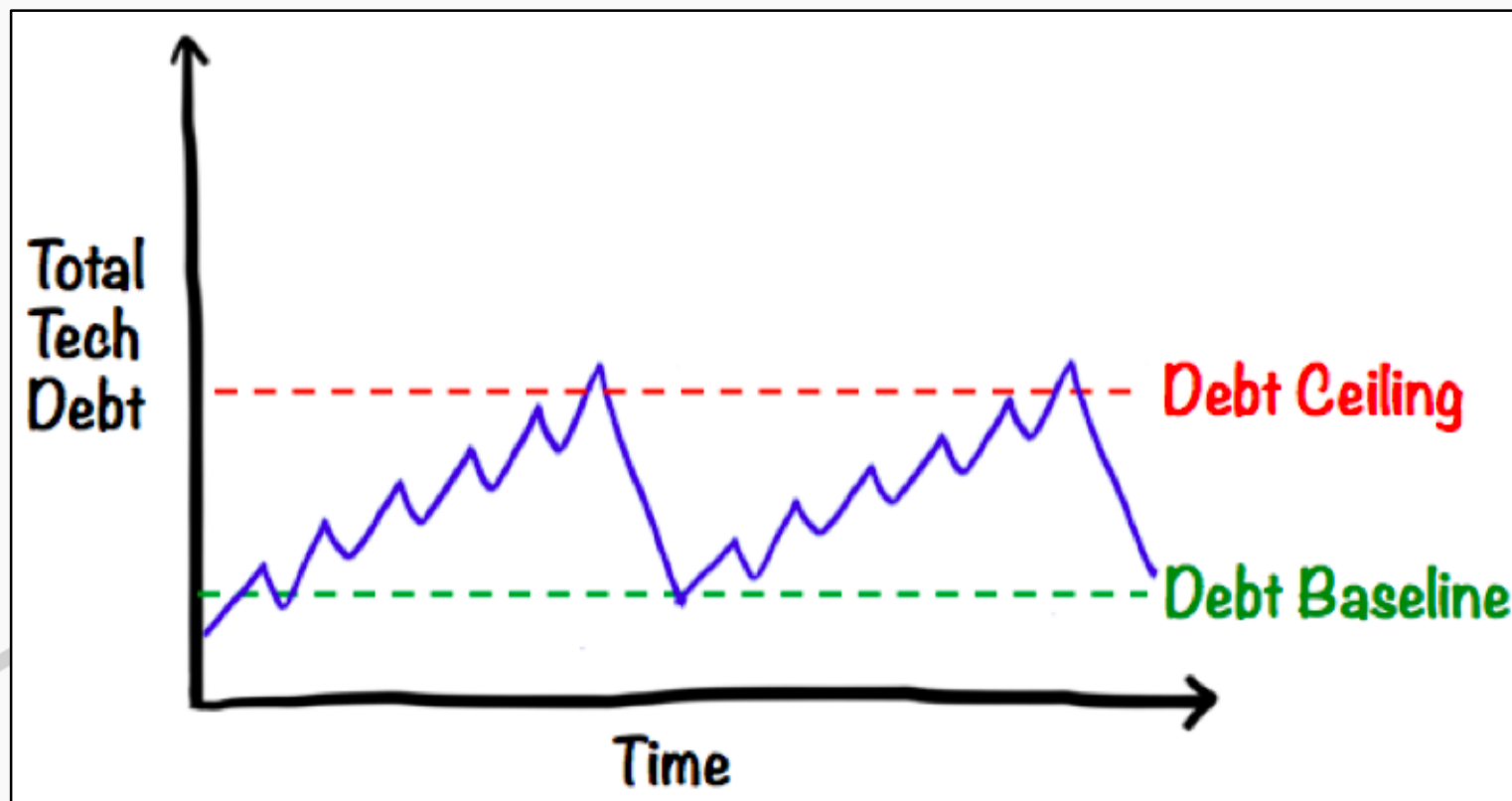
Customer's view



Developer's view









Why should we fix that?

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Changing the world

- Raising the global GDP by \$3 trillion in 10 years
- Impact the local GDP
- Reduce stress and burnout
- Better work/life satisfaction
- Make the world a safer place

Engineering excellence reduces burnout and increases morale

* DORA, Accelerate: State of DevOps 2018 Report

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Increased work-life satisfaction

- “It actually is a circle. Not a balance”
Jeff Bezos

Life depends on technology.
Industry is still missing
regulations.

Can it get worse?

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Where there is a demand,
there is a supply.

There is shortage of 300,000 software engineers in EU today.

* EU Commissioner for the Digital Economy and Society, Mariya Gabriel

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By 2020 it will increase up to 500,000!

* EU Commissioner for the Digital Economy and Society, Mariya Gabriel

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With the new workforce,
technical debt cost is only
about to increase!



How can we fix this?

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In search for "10x developers"

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Do 10x developers exist?

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"There are order-of-magnitude differences among programmers" confirmed by many studies

Curtis 1981, Mills 1983, DeMarco and Lister 1985, Curtis et al. 1986, Card 1987, Boehm and Papaccio 1988, Valett and McGarry 1989, Boehm et al 2000

Can you measure individual productivity?

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Can you measure team productivity?

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The Joel Test

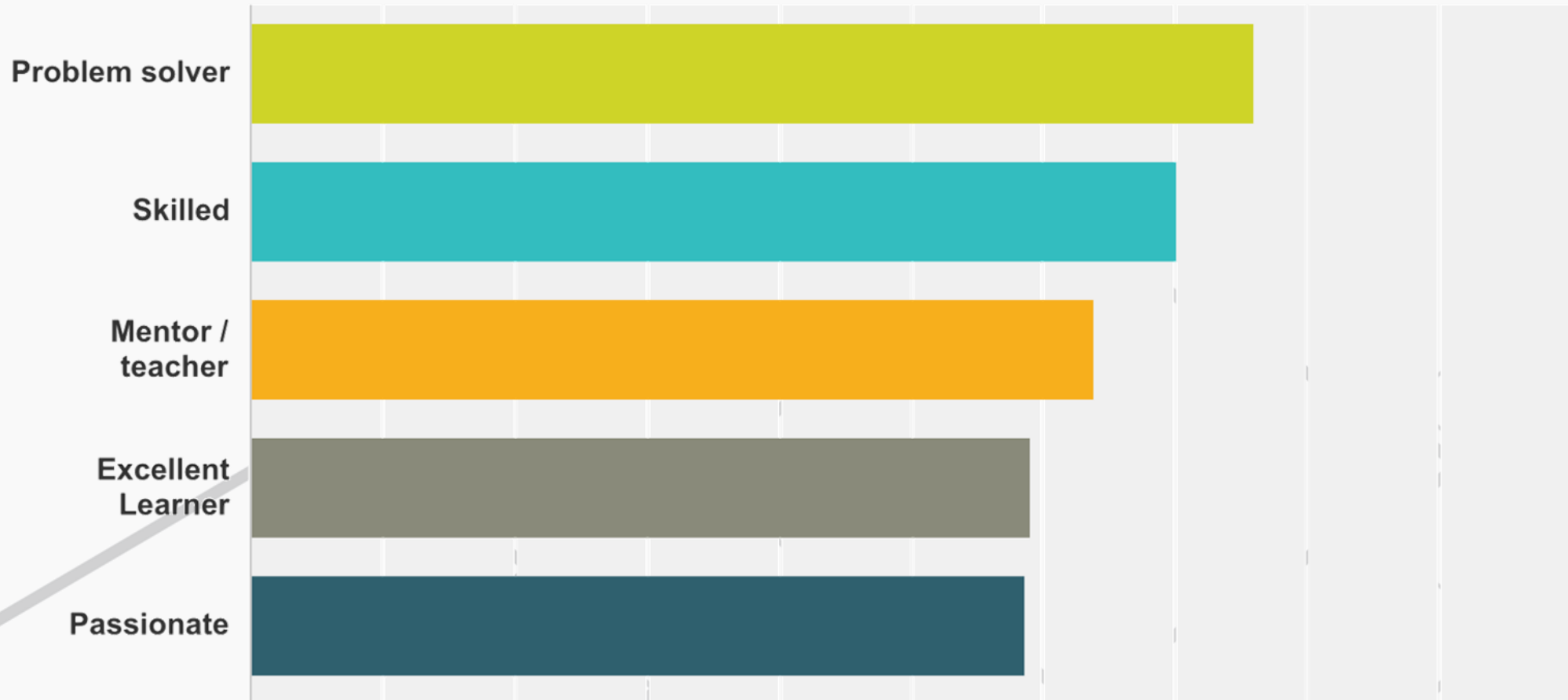
- Do you use source control?
- Can you make a build in one step?
- Do you make daily builds?
- Do you have a bug database?
- Do you fix bugs before writing new code?
- Do you have an up-to-date schedule?
- Do you have a spec?
- Do programmers have quiet working conditions?
- Do you use the best tools money can buy?
- Do you have testers?
- Do new candidates write code during their interview?
- Do you do hallway usability testing?

From I shaped to T shaped

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10x-ers common characteristics



Start the change.
Become 10x-er today!

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To improve your work-life.
To add \$3 trillion to the
global GDP.
To save the world!

Thank you!

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