Drupaleo

Self Service Talent Growing and Hiring for Drupal

Peter Zoellner Solution Architect

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How to hire Drupal talent?

Statements taken from http://buytaert.net/on-hiring-drupal-talent

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- What I definitely reject is some form of job auction.
- Of course people offering services should have the possibility to say something about their educational background.
- I do understand that some firms are trying to build local teams, and many clients want you to be local, but don't stop in your backyard to find great talent if you don't need to! And don't just look for Drupal folks -- reach out to good developers and talk to them about Drupal.
- A Drupal freelancer portal might be a good idea, but I already have a VERY hard time finding good talent on ESTABLISHED freelancer portals with 1000s of coders signed up... PLUS you DO need a good approval/arbitration process in place to avoid "scammy" situations for either party.

→Have folks offer their skills!

→Have folks post their projects/requests!

→Have folks provide (performance) feedback!

→Have Folks grow a (their) network!

How to grow Drupal talent?

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- Hire good Java or PHP developers, and let companies like Lullabot get them up to speed with Drupal.
- Start hacking around with (bad!) contrib modules and polish your skills.
- Anyone looking to pick up some Drupal knowledge fast, just hang out in #drupal-support for a while and watch how problems are solved.
- Hanging out in Drupal core's issue queue just before the code freeze is beneficial.
- I would be very interested in supporting, well, Drupal (knowledge) outreach to people who probably won't be able to go to college.
- Videos would have been helpful... so I started a new site http://www.drupaldude.com
- I'd gladly take on some apprentices and try to teach them 'The Drupal Way'...
- Give Drupal Developers an engine to announce themselves on http://www.drupalguru.com.

→Have folks provide training/knowledge!

→Have folks train themselves!

‚Talent Growing Cycle‘
(Pretty basic stuff)

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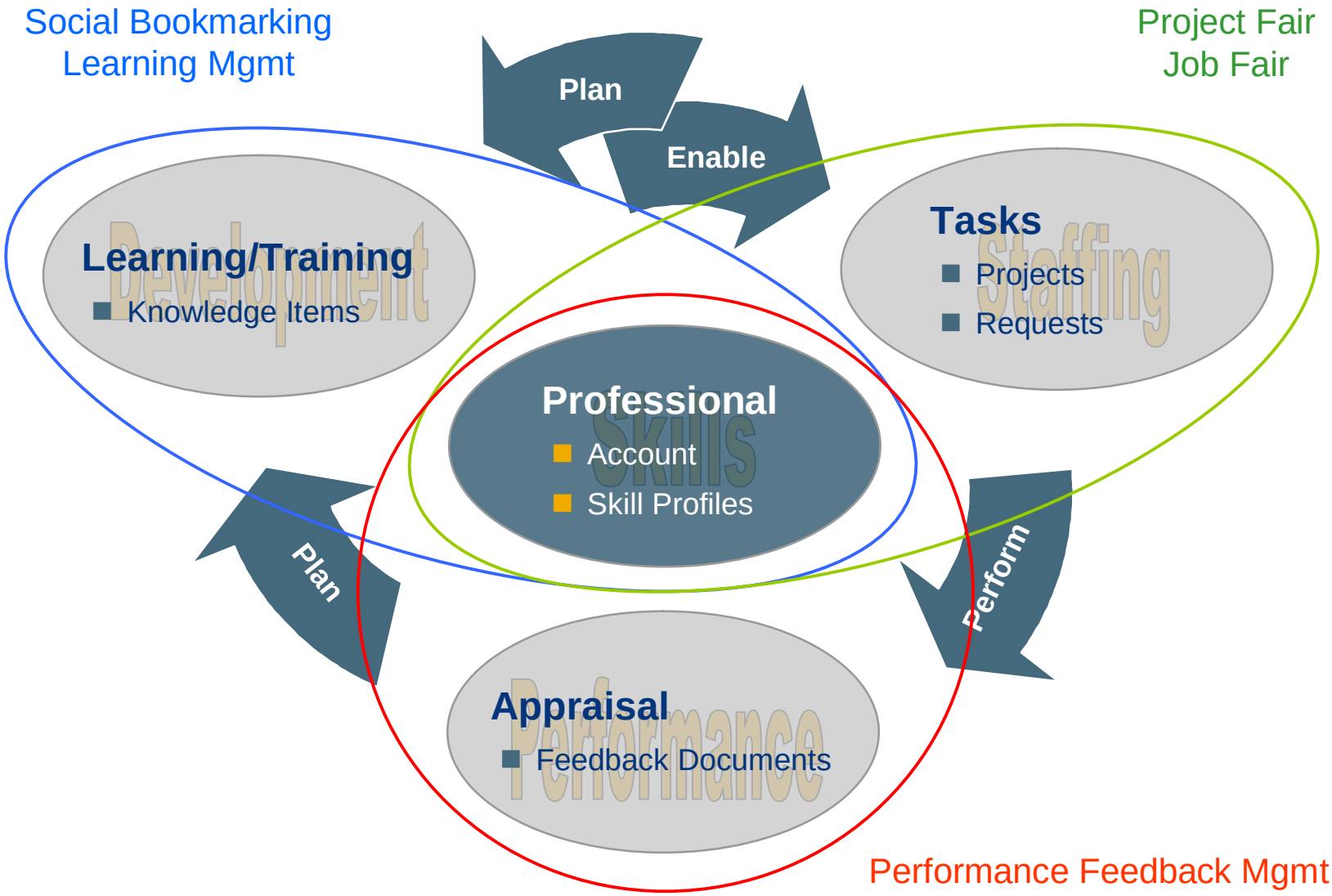

Drupalised Solution Design

Integrate people, projects and knowlegde by skills!

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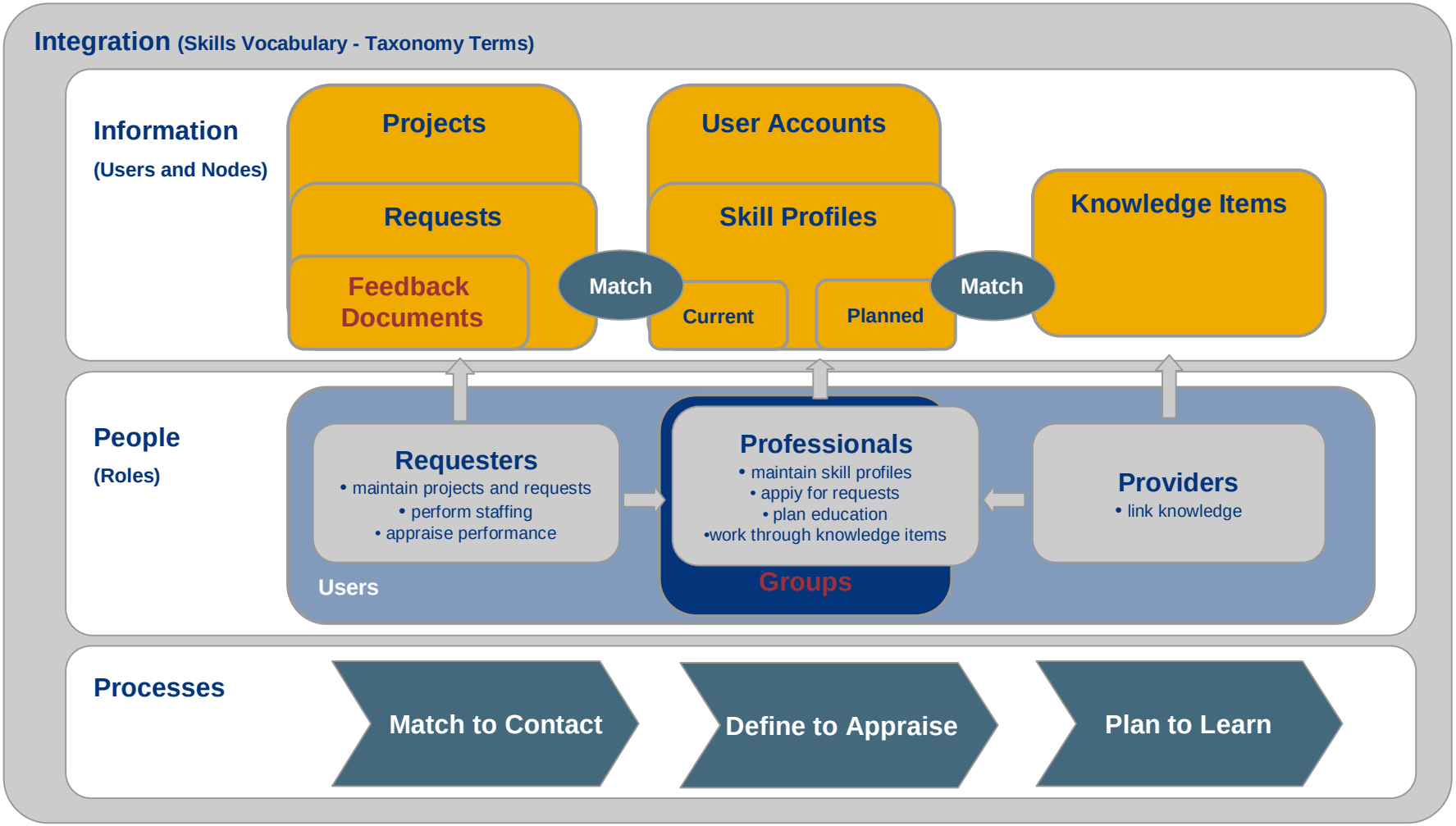

Skill Vocabulary Structure

Top Level Terms

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- Project Management (generic) -> Project manager
- Quality Management (generic) -> Quality manager / Testing consultant
- Solution Design (Drupal) -> Site architect (business/technical conceptualist)
- Development (Drupal) -> Module Architect / Module Developer (PHP/MySql)
- Themeing (Drupal) -> UI Developer (AJAX)
- Graphical Design (generic) -> UI Designer (Adobe applications)
- Database/Network specialist?

Next Steps

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Functional Enhancements:

- Build performance feedback (use revisions)
- Build status management (use integration of ‚Flag' and ‚Actions')
- Build planned skill profile creation ‚On the Flow'
- Handle duplicate knowledge items (social bookmarking stats)
- Improve usability/ Offer stats/ Enhance teasing (for registration)
- Rethink matching logic (use taxonomy depth to calculate matching relevancy)
- Improve matching result list (pageability, filtering, knowledge link duplicates)
- …

Organisation:

- Legalise Drupaleo: Establish a german association (‚eingetragener Verein') to be able to collect donations
- Grow Drupaleo supporting community
- …

Thank you!

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Contact:

Peter Zoellner

drupal.org: peterzoe

Mail: pzoellner@gmail.com