



Hiring Great SREs

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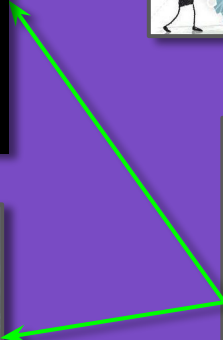
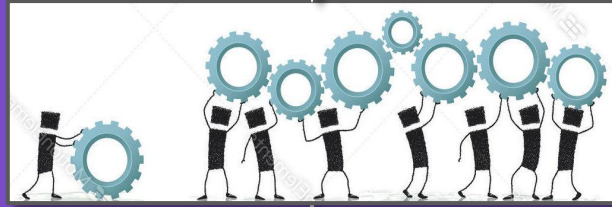
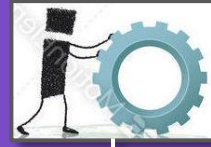
HELLO my
name is

Brian



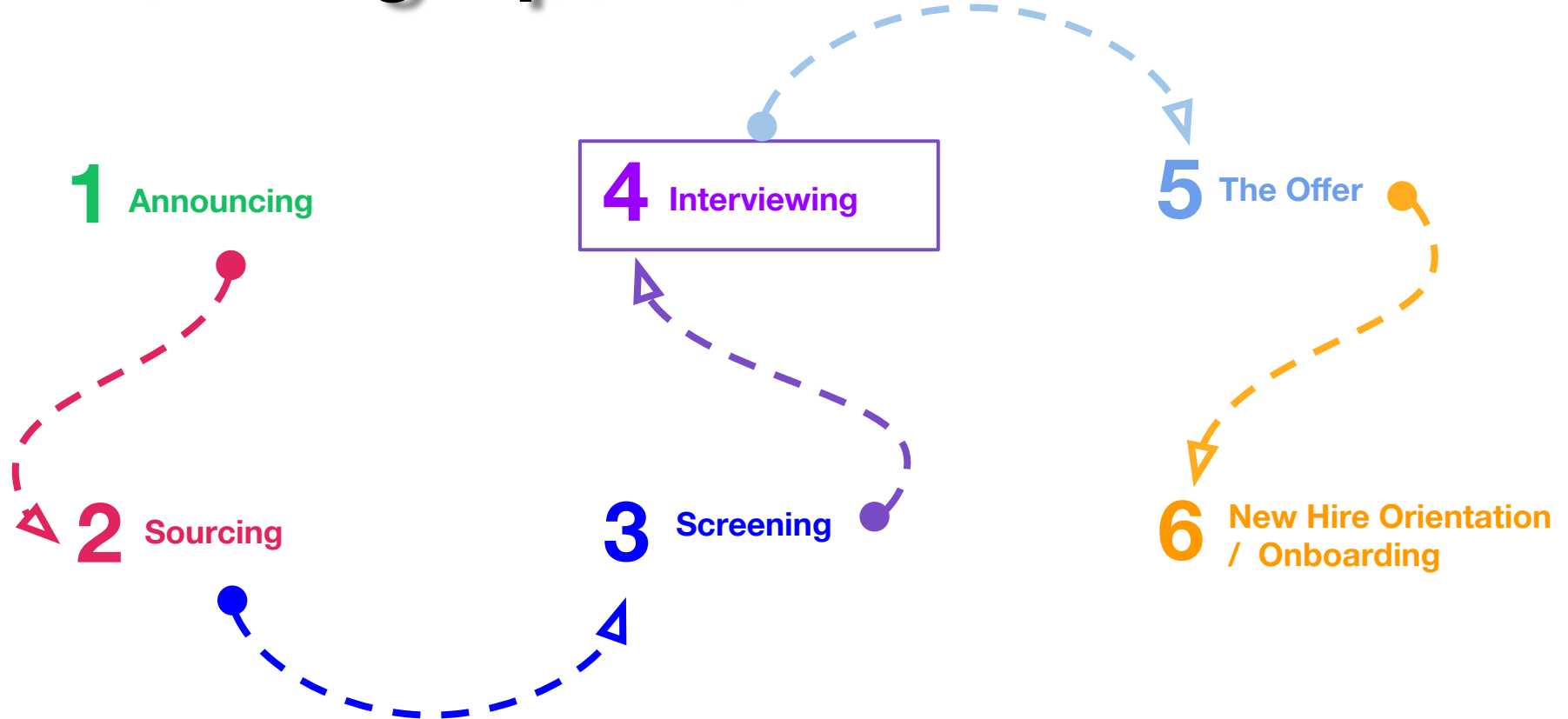


Getting Involved





The Hiring Pipeline





Hiring an SRE

Or someone like an SRE



The Fundamentals

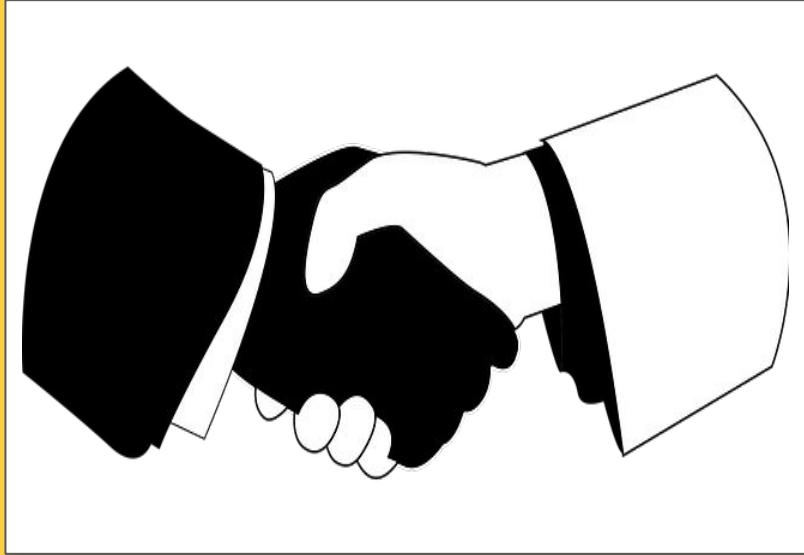


Will the candidate be able to do the job we want them to *eventually*?



How long do we expect it to take for them to reach that eventually?





Is this someone
we want to work
with for **years?**



What makes a Great SRE?





- ★ Have a breadth of knowledge that applies to many different areas
- ★ Strong feeling of ownership/care for things they are responsible for
- ★ **And** for the things adjacent to those
- ★ General need to understand how things work/find root cause
- ★ Excellent problem solvers
- ★ Love of automation and tooling, especially for broad, reusable solutions
- ★ Strong desire for impact, helpfulness, and to take action
- ★ Willing to be Hero/Martyr for service availability*
- ★ Curious, continuously seeking knowledge for many sources

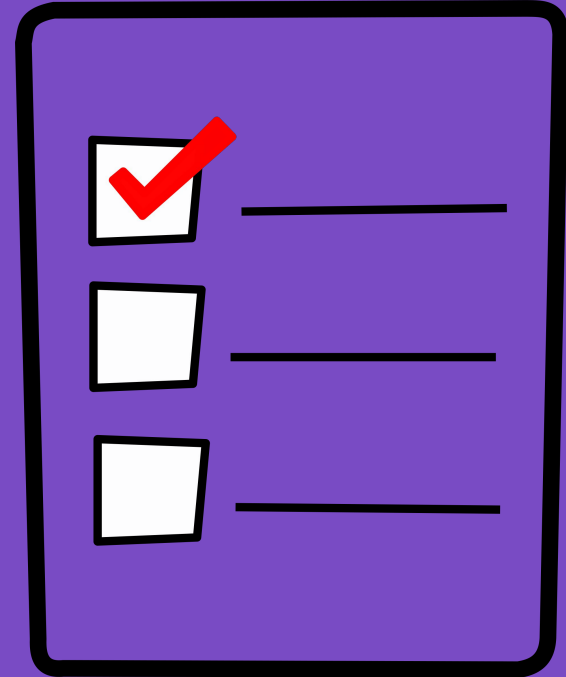


Finding Answers

Finding Candidates

Determine what we need them to do

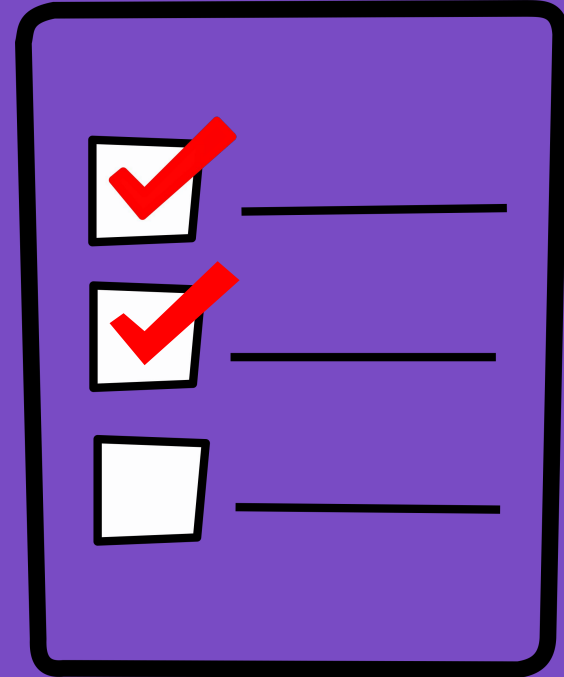
→ Is there a specific **skill set** they need?



Finding Candidates

Determine what skill will be non-optional

- Is there a specific **skill set** they need?
- Do they need **experience** with our **specific tech stack**?

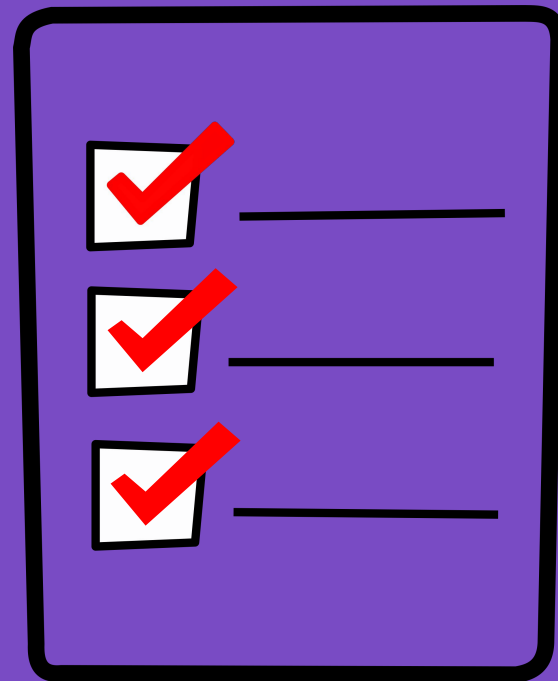




Finding Candidates

Determine what skill level is required

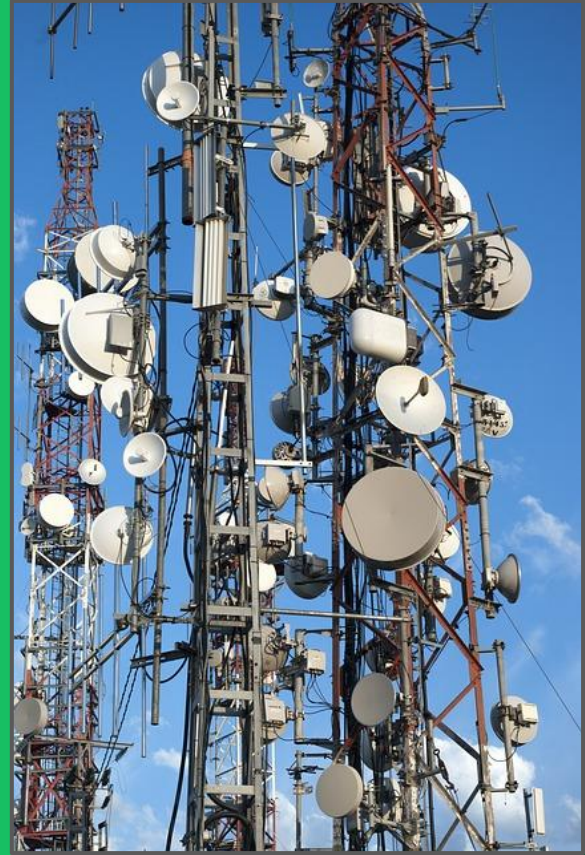
- Is there a specific **skill set** they need?
- Do they need **experience** with our **specific tech stack**?
- What **skill level** do we really need?



Getting Signal

Why it is hard to get answers:

- Short time to evaluate a candidate
- Don't do it very often.
- Aren't methodical and or uniform
- Don't view interviewing as fundamental



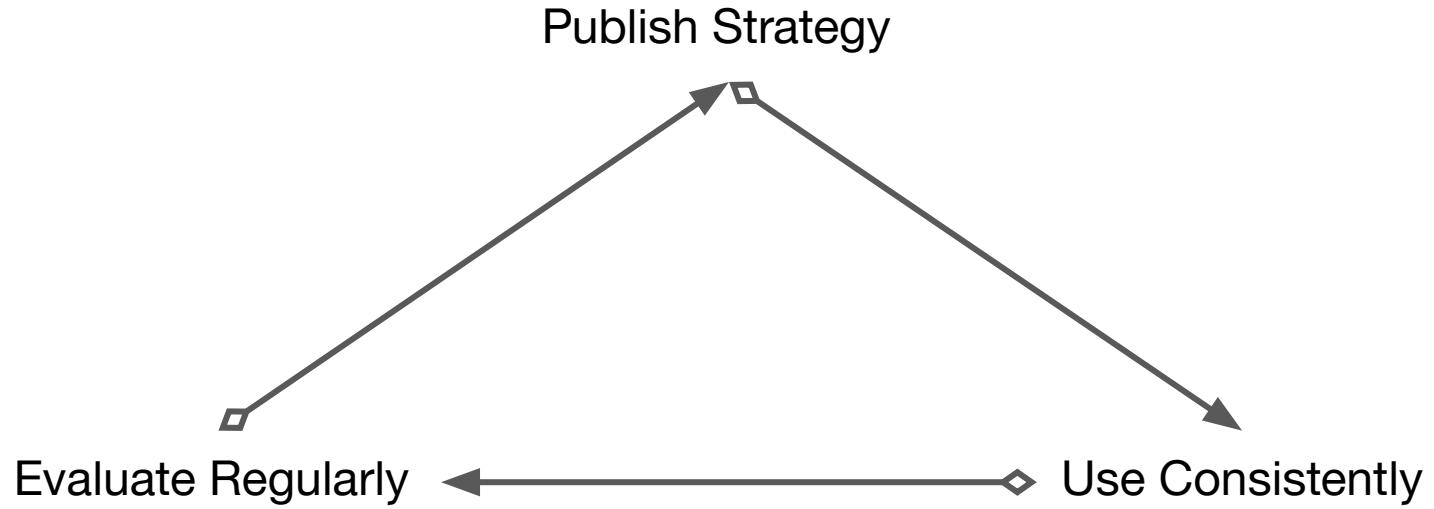


The Interview

And how you can make it work for you



Have a Strategy





The Twitter SRE Process

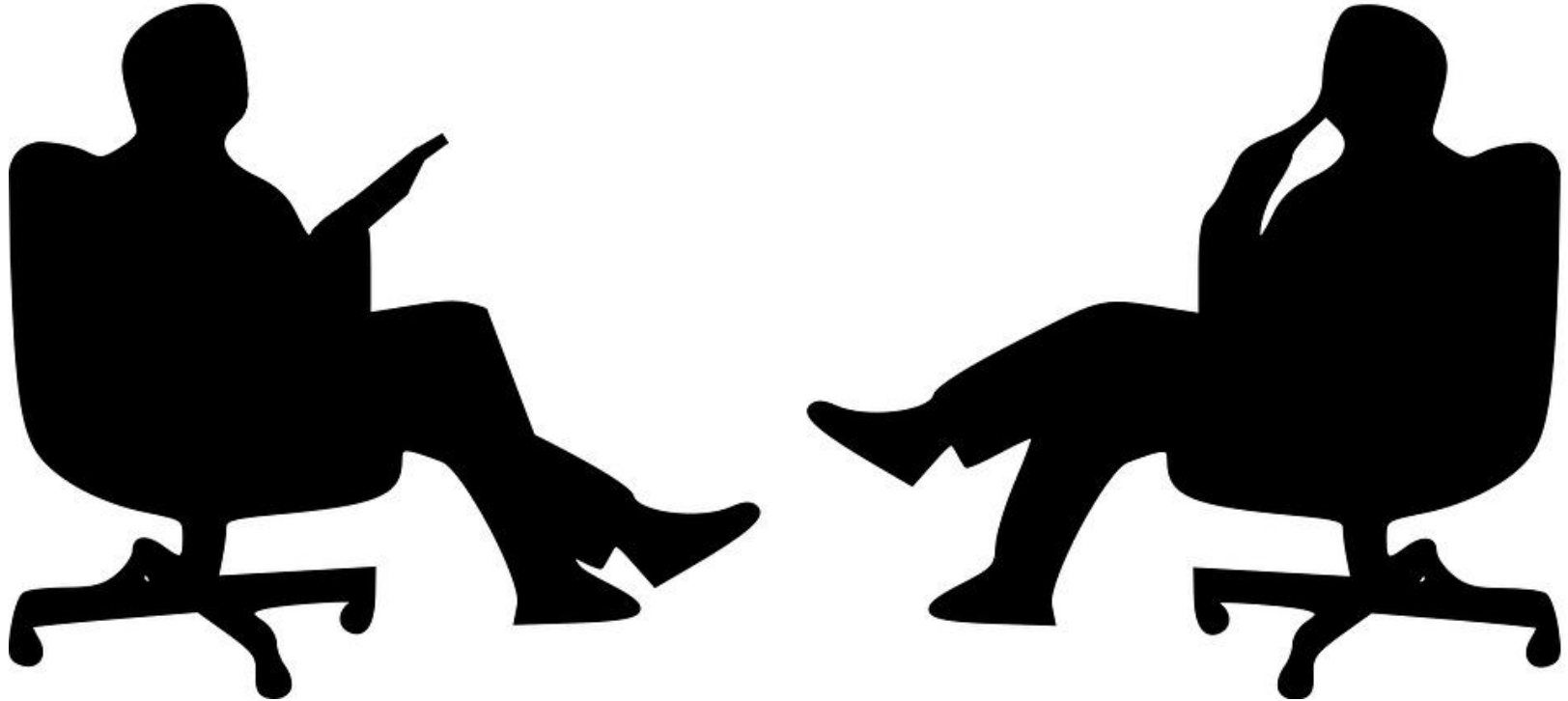
2?

There are
10
types of people in
the world...





Having a Conversation





Sample Rubric Format

Non-Technical	Comments	Score (0 - 2)	0	1	2	Weight
Communication			• Performed poorly	• Performed Adequately	• Performed well	2
Monitoring	Comments	Score (0 - 2)	0	1	2	Weight
Topic 1			• What “poor” means for this question	• What “adequately” means for this question	• What “well” means for this question	1
Topic 2						2
Troubleshooting	Comments	Score (0 - 2)	0	1	2	Weight
Topic 1						3
Topic 2						2

Candidate Level	SRE I
Total:	0
Percentage:	0.00%
Maximum Possible Score:	20



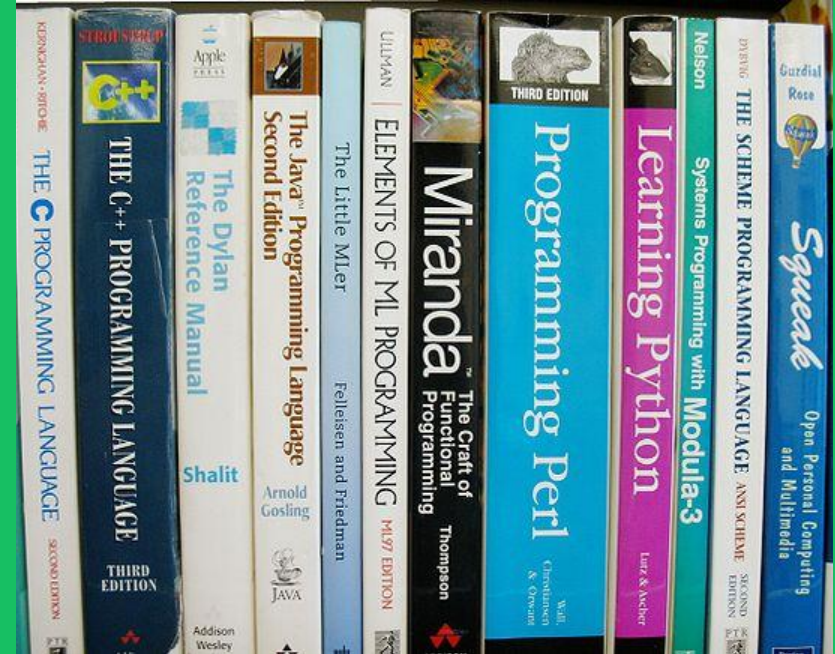
Identifying a Great Jr. SRE

or someone (without experience) who could be



Interviewing Junior Candidates

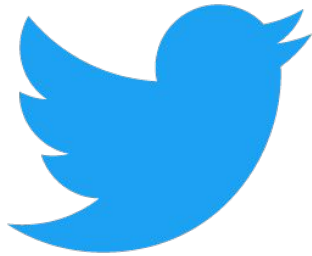
- ★ Look for good fundamentals.
- ★ Don't expect complete answers to all questions - but do ask follow ups!
- ★ Leading questions are fine!
- ★ Do not focus on areas which they are weak/inexperienced - move on quickly.
- ★ Remember you are evaluating their *future* performance





Sell It:

- Yourself
- Your Org
- Your Company



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#hiring_great_sres