

**BE THE CATALYST
IN A JUNIOR
ENGINEER'S
CAREER**



PRESENTATION OUTLINE



Attraction



Onboarding

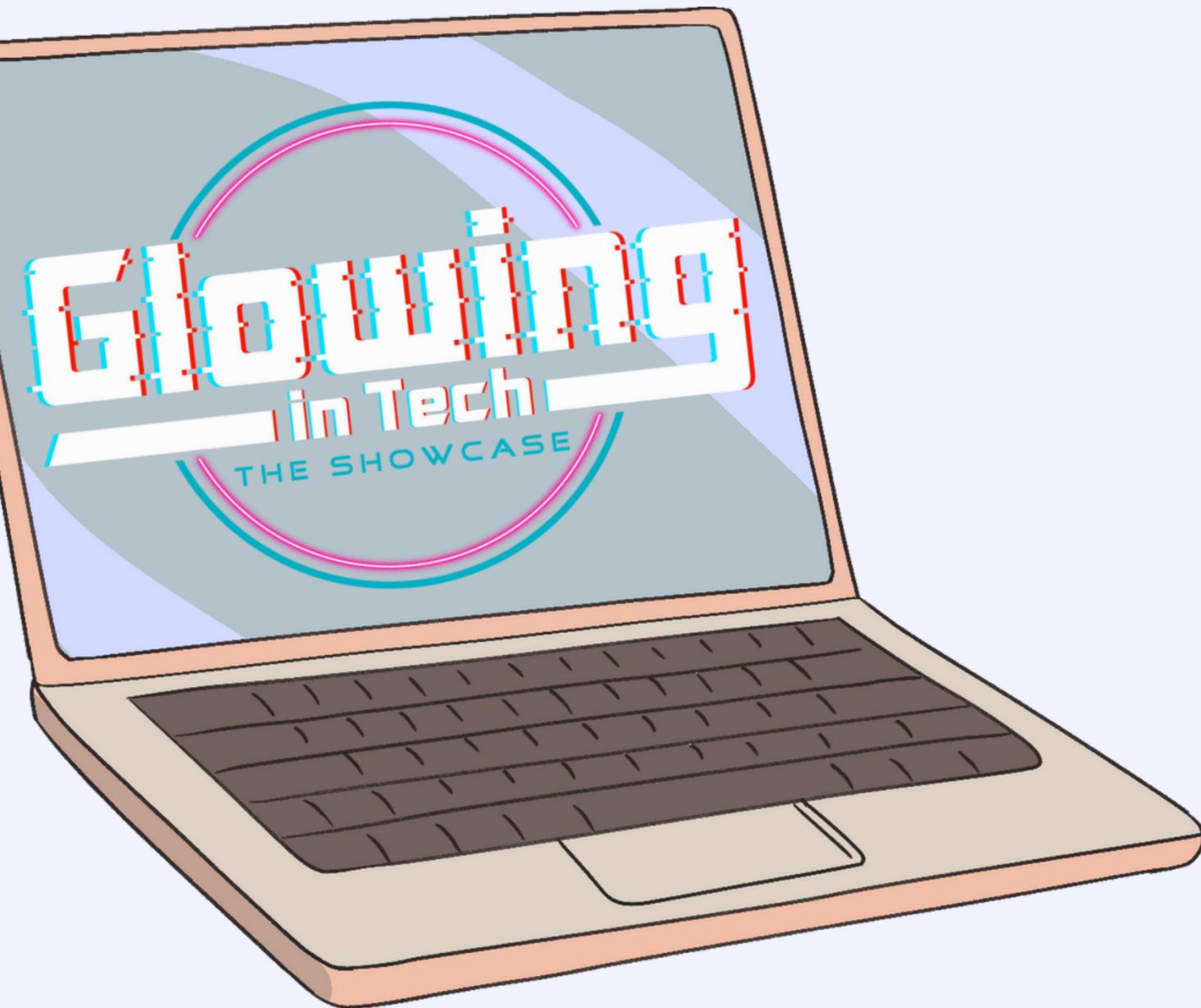


Development



Retention

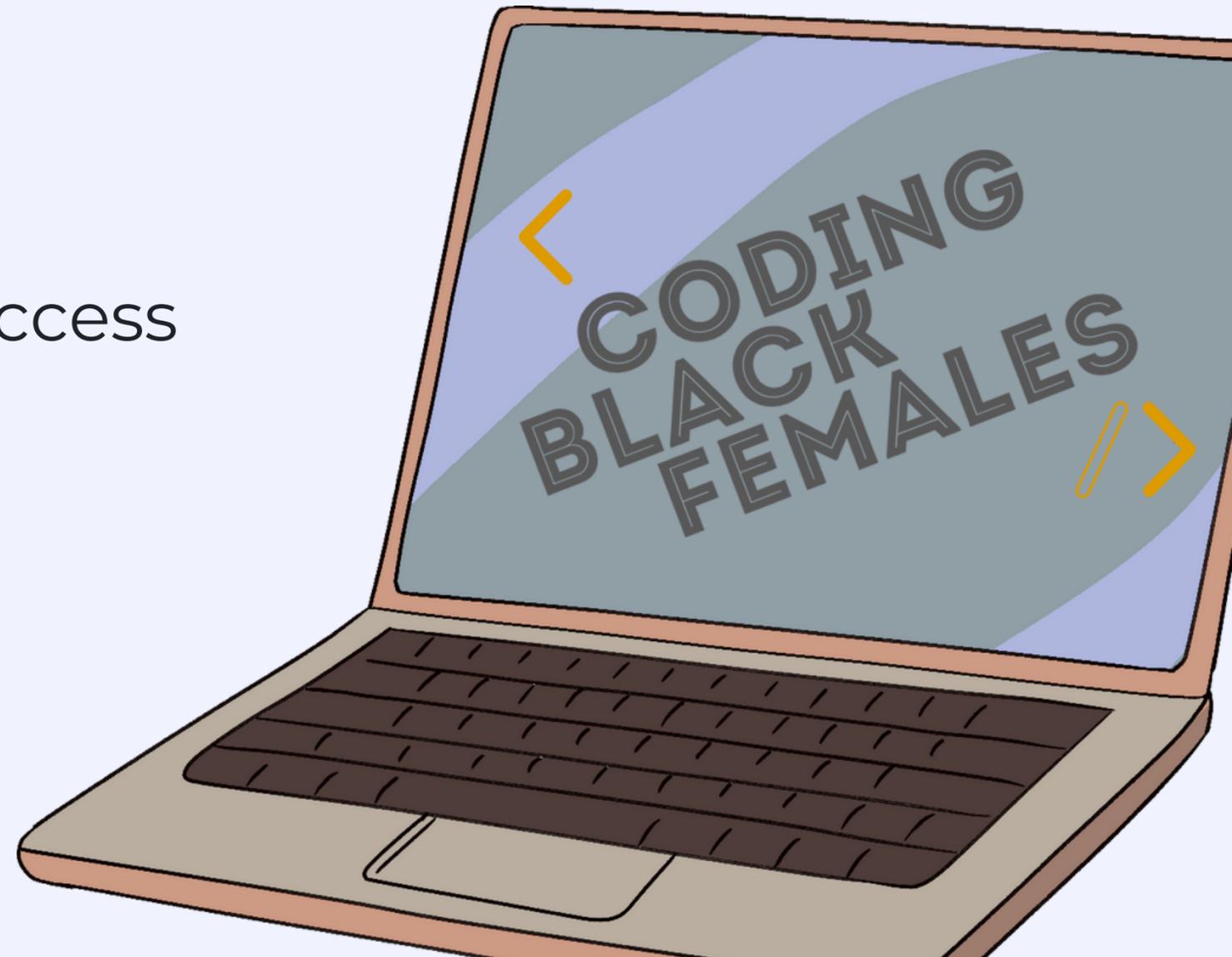
AMBER SHAND



- Economics & Accounting background
- Retrained through Code First Girls and the Sky bootcamp
- Frontend Engineer  **CYBSAFE**
- Blogger, and co-host the Glowing in tech podcast

JESSIE AUGUSTE

- Psychology background > Customer Success
> coding bootcamp
- Backend Engineer  **CYBSAFE**
- Leadership at Coding Black Females





ATTRACTION



ATTRACTION

**WITH BOOTCAMP GRADUATES,
YOU MAY NEED TO OVERCOME
TRADITIONAL THINKING**



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@_jessie_belle

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BENEFITS OF HIRING BOOTCAMP ENGINEERS



**TECHTALENT
CHARTER:**

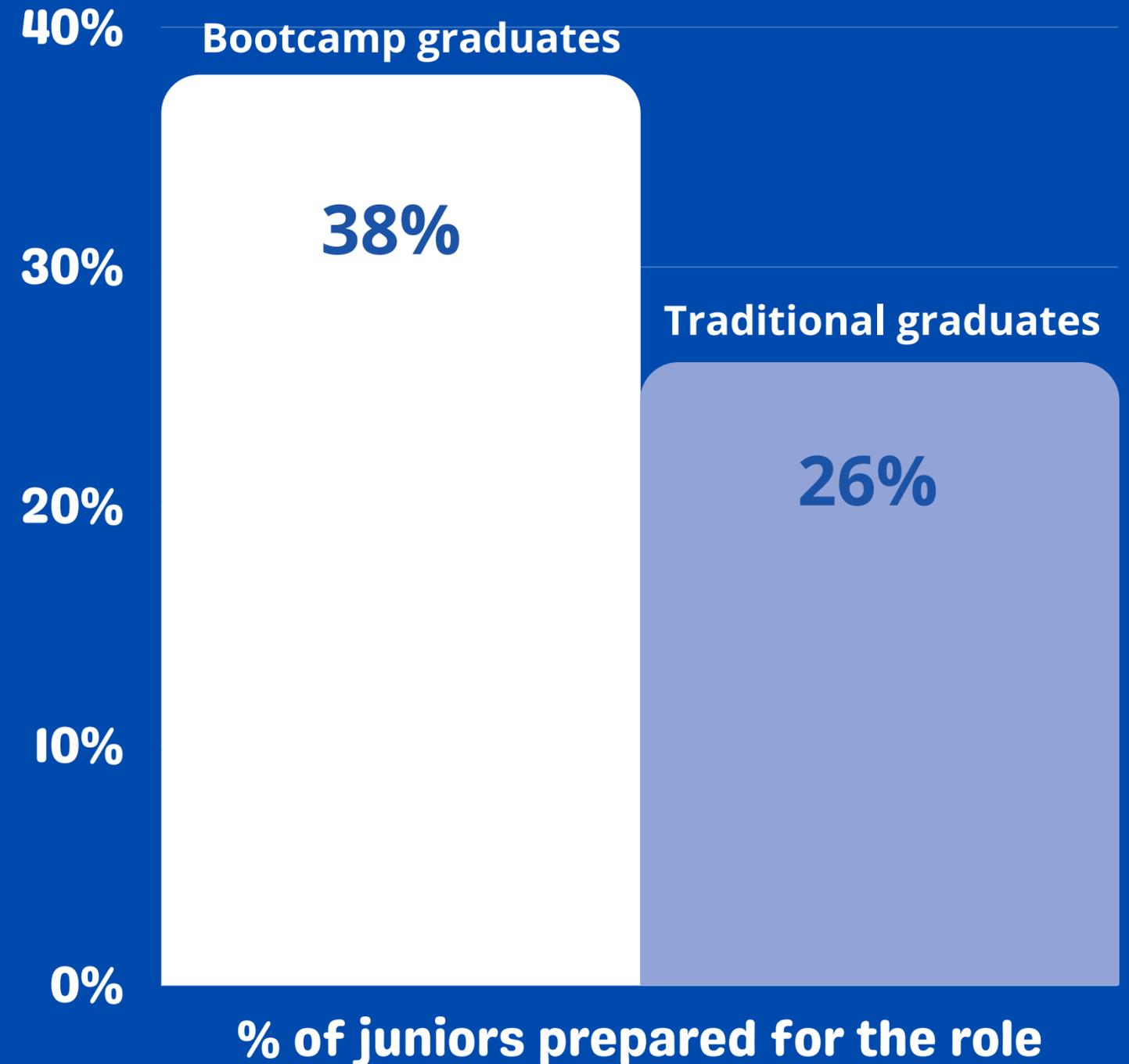
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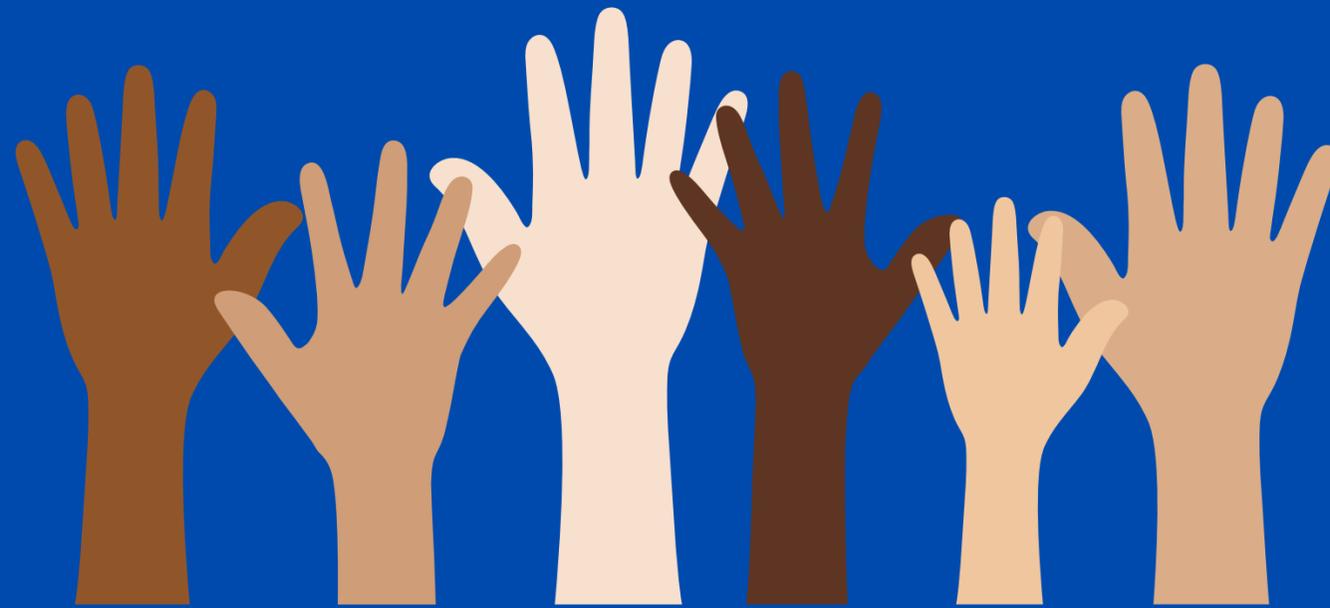
BENEFITS OF HIRING BOOTCAMP ENGINEERS



**TECHTALENT
CHARTER:**



**MOVE BEYOND THE
"WE NEED SOMEONE TO FIT IN"
CULTURE AND NARRATIVE**

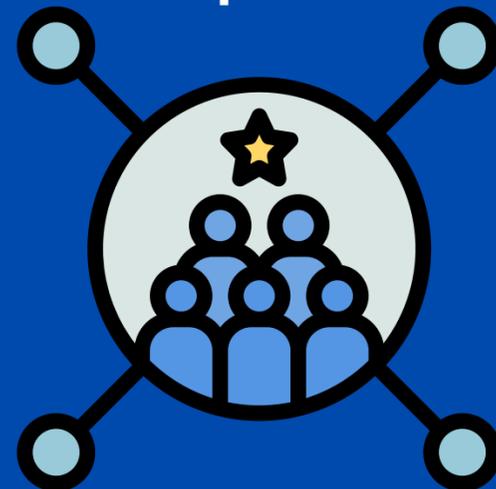


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WHERE ARE YOU SOURCING FROM?

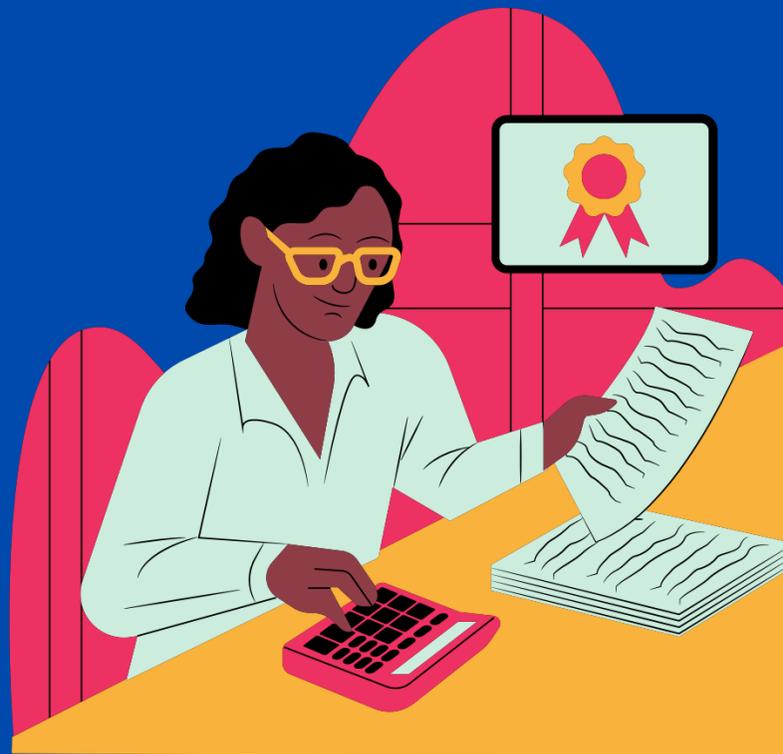
Your talent pool **matters**



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TRANSPARENCY



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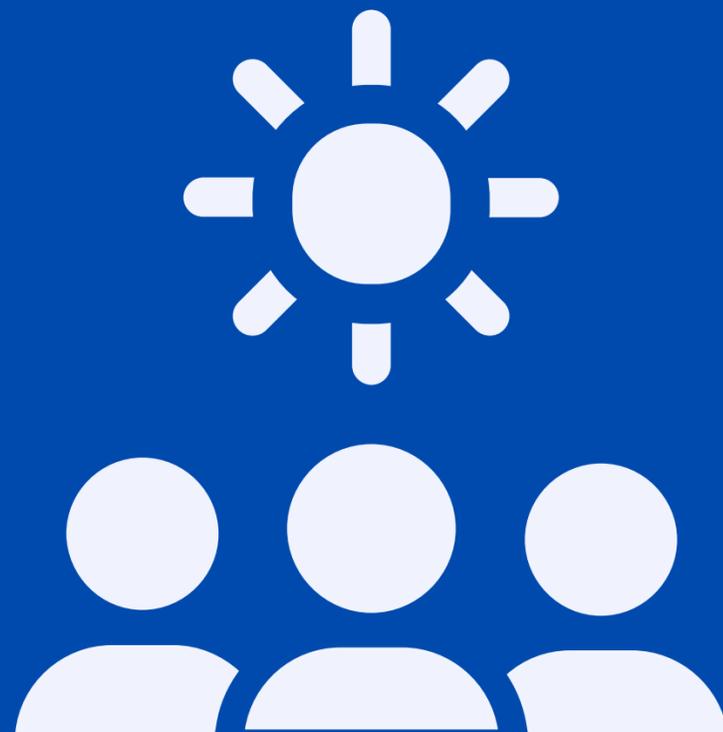
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ONBOARDING

MENTORS, BUDDIES, AND SPONSORS

Is there a perfect ratio? What are the differences?



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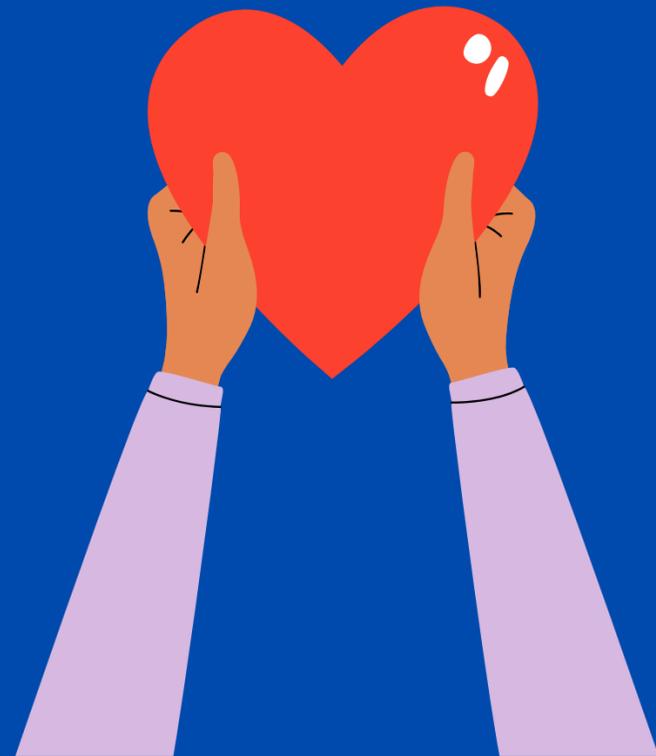
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MENTORS



Dependable, engaged, authentic, and tuned into the needs of the mentee.

BUDDY SYSTEM



To enhance well-being, psychological safety and belonging

SPONSORS

Identify and promote high performers inside the company.
An active position from leadership

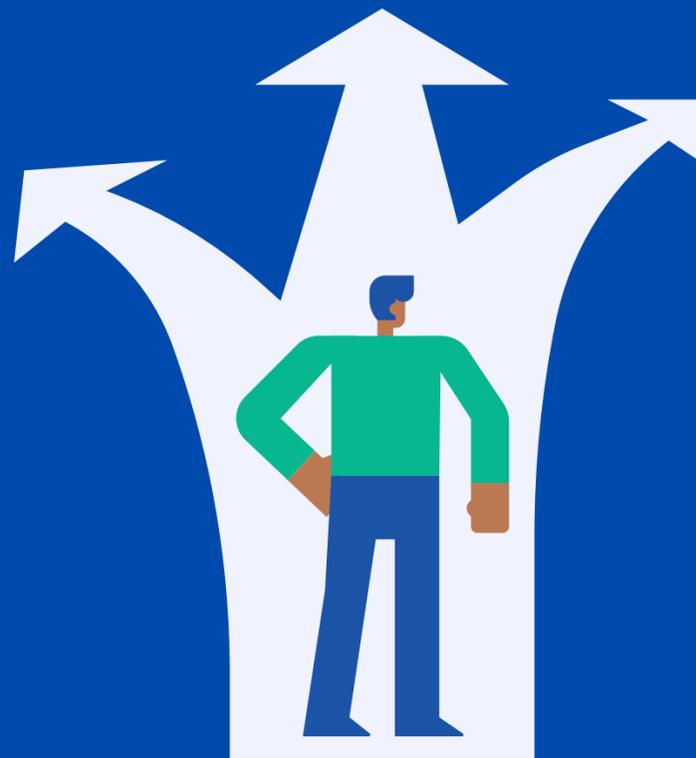


SPONSORS

Identify and promote high performers inside the company.
An active position from leadership



**PROVIDE OPPORTUNITIES TO
ADD VALUE - BEYOND
ADDING CODE**



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DEVELOPMENT

INITIAL TASKS AND PROJECTS TO ENABLE GROWTH



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PAIR PROGRAMMING SESSIONS



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QUICK WIN WORK

Selection of work which builds skills and knowledge
of the product incrementally



BALANCE BETWEEN UPSKILLING LEARNERS VS. DELIVERING PROJECTS

TURNING A QUICK FIX INTO A LARGER TASK



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COACH THEM TO FIND THEIR INTERESTS

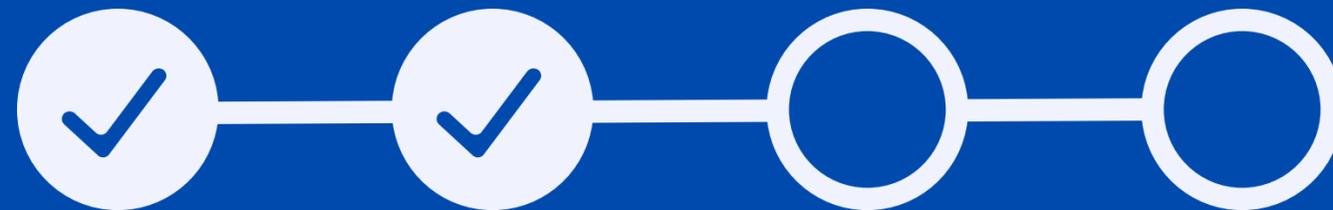


Support juniors to narrow their focus

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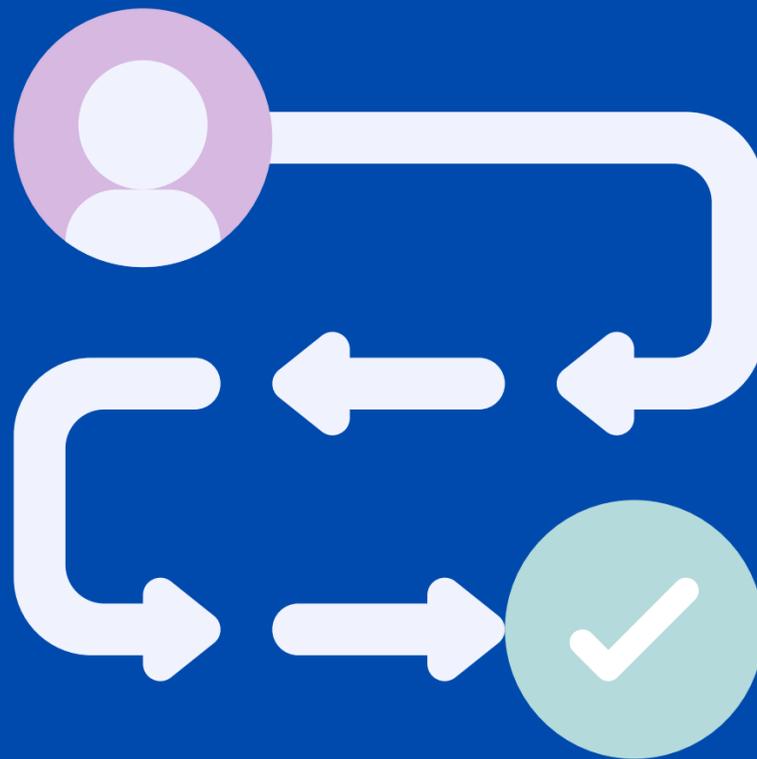
**BURNOUT CAUSED BY
FEELING THERE'S NOT
"ENOUGH" PROGRESS**



**BURNOUT CAUSED BY
FEELING THERE'S NOT
"ENOUGH" PROGRESS**



GOAL SETTING WITH YOUR JUNIOR ENGINEER



VALUE MINDSET OVER TECHNICAL EXPERTISE



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ARE MORE TRAINING
COURSES REALLY THE
ANSWER?



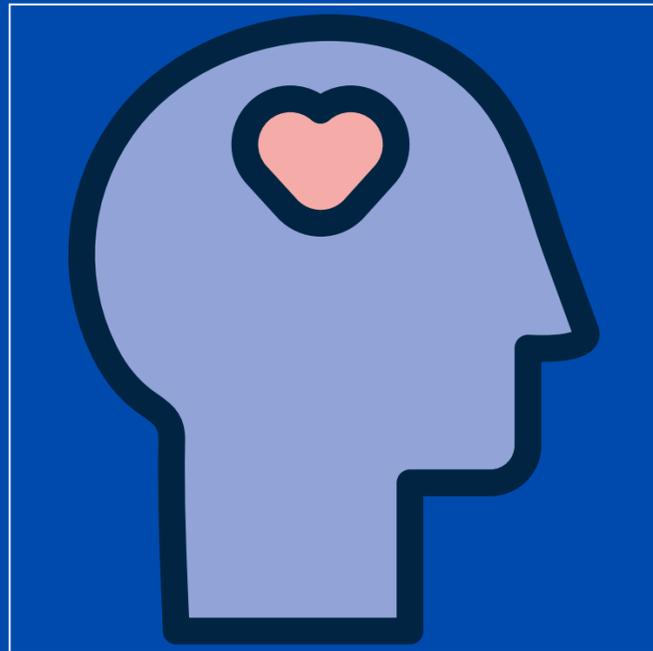
**ARE MORE TRAINING
COURSES REALLY THE
ANSWER?**





RETENTION

PRIORITISE PSYCHOLOGICAL SAFETY



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PRIORITISE PSYCHOLOGICAL SAFETY



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IMPOSTER SYNDROME



IMPOSTER SYNDROME



DESIGN YOUR PROMOTION PROCESS WITH YOUR TOP TALENT IN MIND



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CREATE A ROBUST
PROGRESSION
FRAMEWORK TO SUIT A
VARIETY OF TRAJECTORIES



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THERE IS NO PERFECT STRATEGY

take everyone on your journey and ensure that no one gets left behind.

THANK YOU FOR LISTENING!

Keep in touch with us!

Amber Shand



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Jessie Auguste



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Glowing in Tech