Filling the Void

Operating as Staff Engineer in a Leaderless Scope

Speakers

Guillaume Mazollier

Staff Engineer @ Back Market

Sami Farhat

Senior Staff Engineer @ Back Market

◁◁ Back Market

Marketplace for refurbished tech devices

★ Creating a Circular Economy
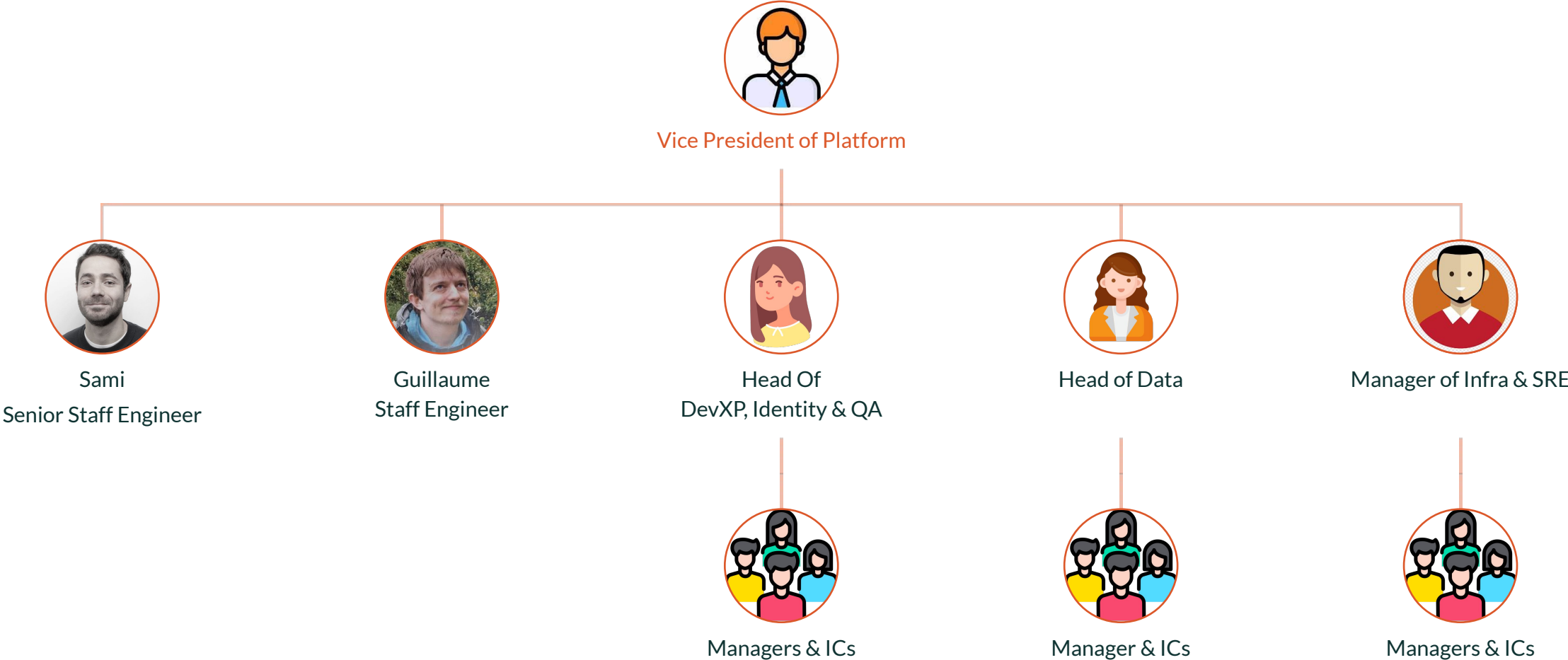
★ Founded in 2014

★ +700 employees

★ 17 countries

Platform Tribe

★ DevXP

★ Identity

★ QA

★ SRE

★ Infrastructure

★ Data

Platform Tribe

1 year ago

VP Left

and...

★ No immediate replacement in the pipe

  ○ CTO became interim VP of Platform

★ Major Cloud Provider migration

★ Organisational challenges

What do you do?

★ What are the risks for the organisation?

★ What are our responsibilities?
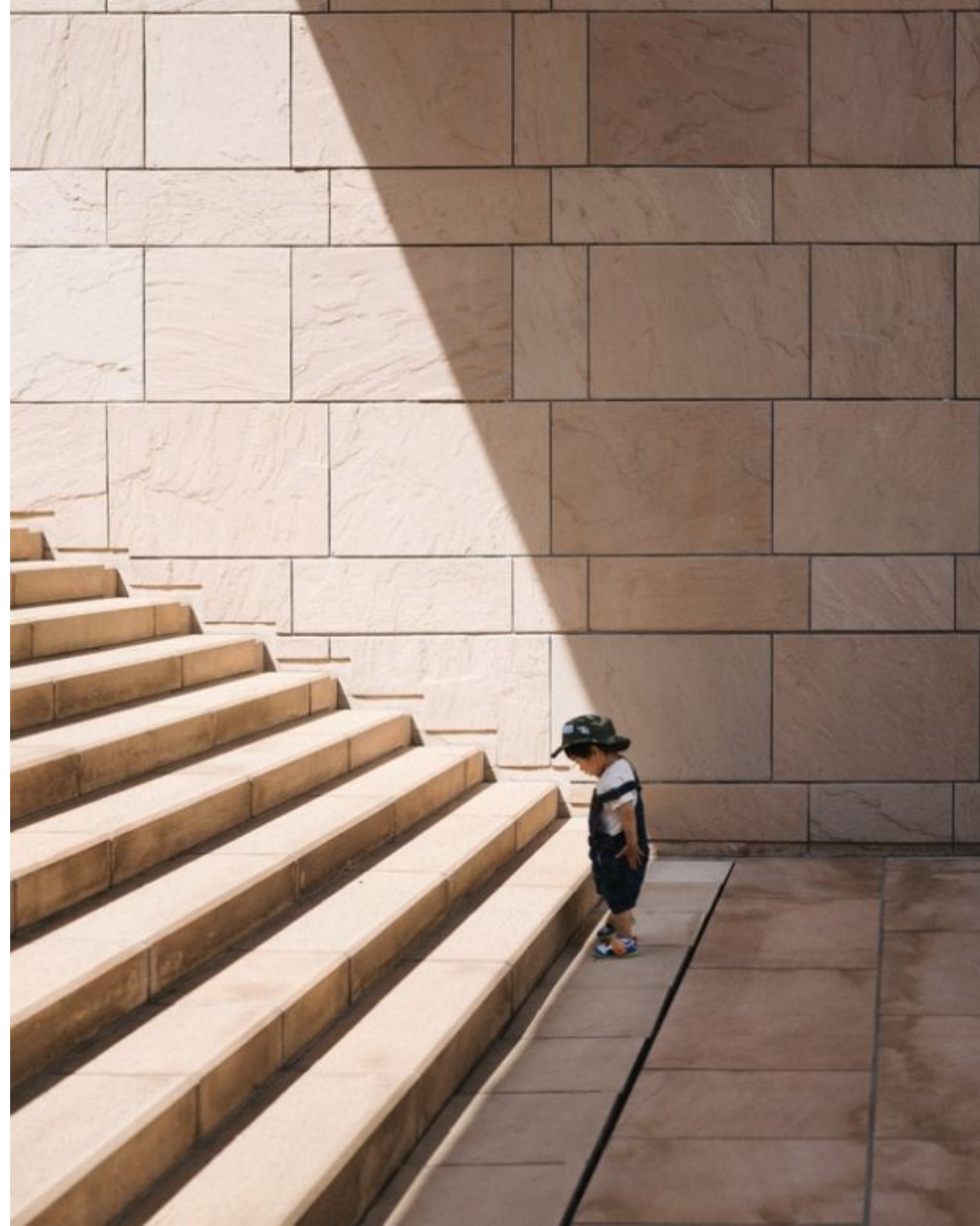
★ What are the opportunities?

Step into the Void

Cloud Migration

★ Contract signed

★ No more than 8 months

★ Without Product teams' involvement

Challenges

Silos

Silos

★ Daily standups

Silos

- ★ Daily standups
- ★ From glue to super glue

Can't do everything

Can't do everything

★ Mentoring

Can't do everything

★ Mentoring

★ Accept casualties

Risk Aversion

Risk Aversion

★ Public pre-mortems

Risk Aversion

★ Public pre-mortems

★ Iterate & Learn
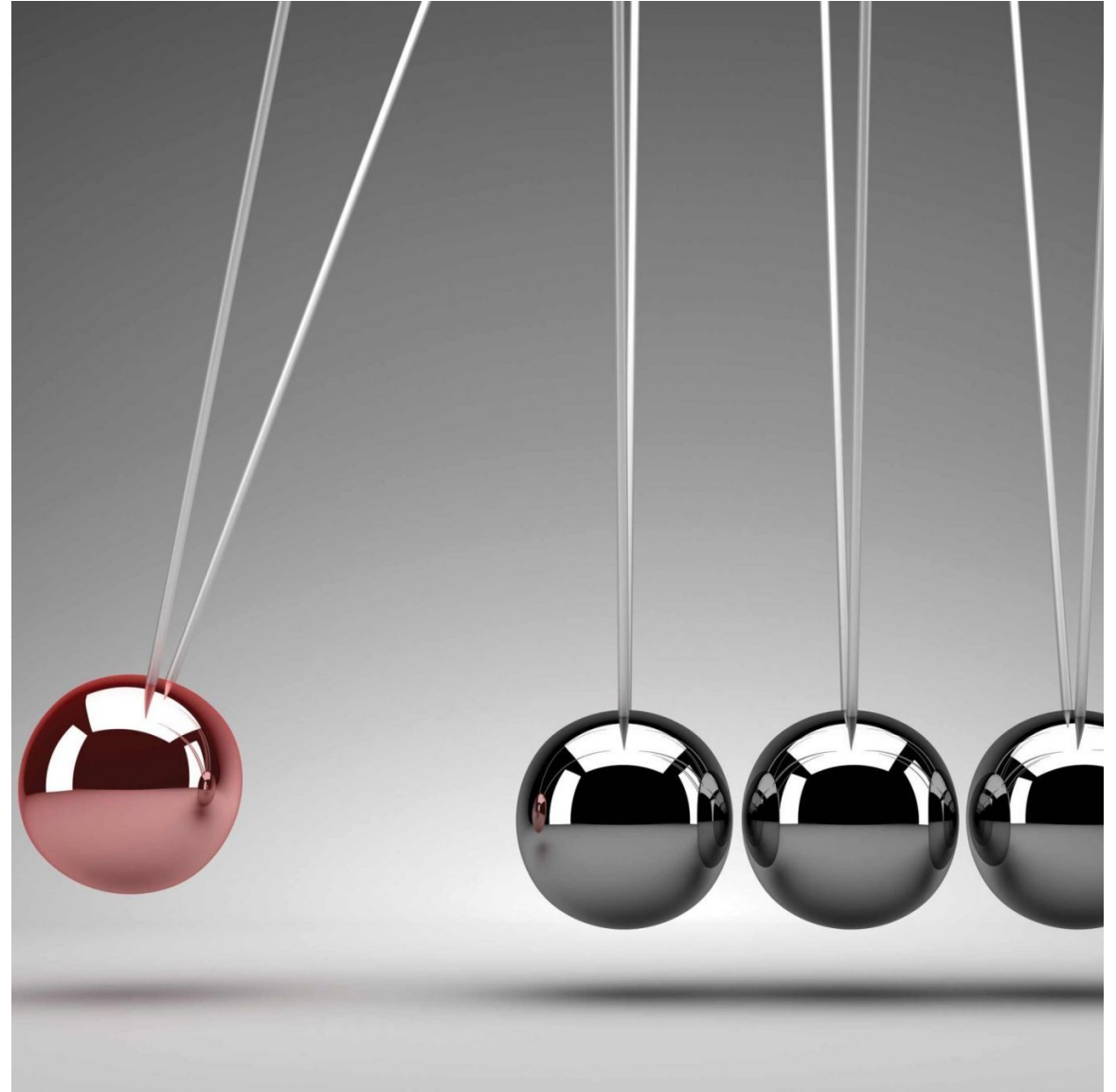
Successful Migration!

After the Cloud Migration

Keep the Momentum

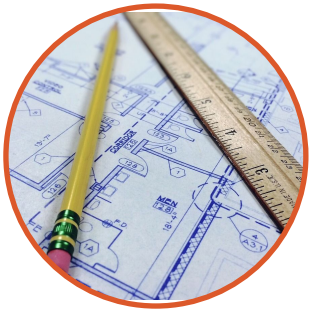# Reconnect with Engineers

Preparing the field
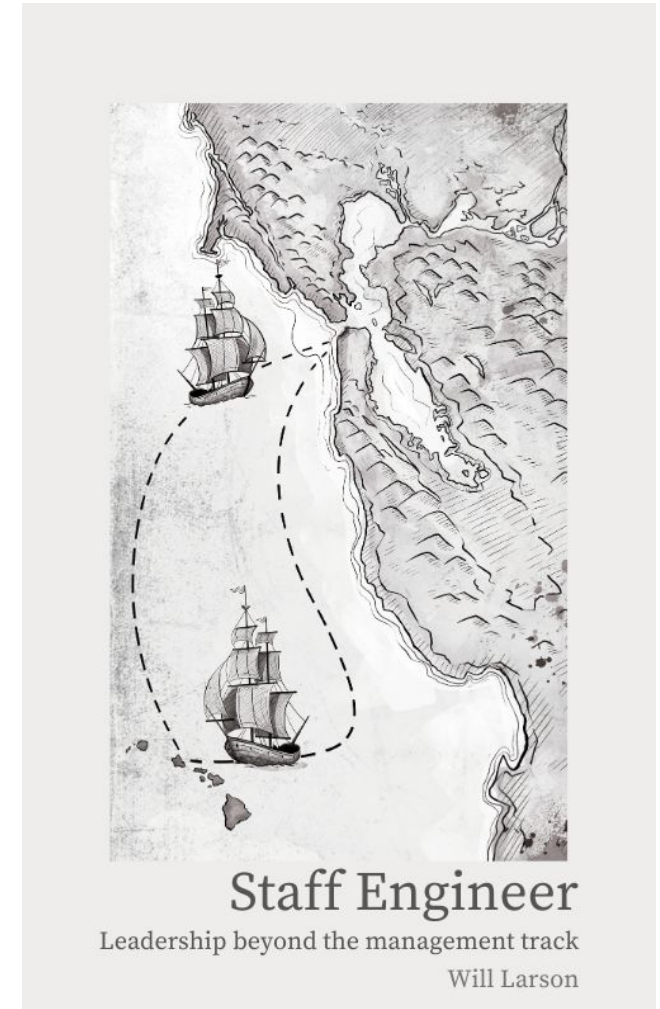
Lessons Learnt

Archetypes Matter

Solver

Right Hand

Architect

Tech Lead

Staff Engineer
Leadership beyond the management track
Will Larson

Archetypes Matter

Leadership

Technology

Archetypes Matter

Archetypes Matter

Archetypes Matter

Influence –
Authority the hard way

Less Tactical
More Strategic

Relationships Change

Leverage the Community

Staff42

Staff Engineering in France

★ 160+ members

★ Founded in January 2024

★ France & French Companies

Final Thoughts

What would **YOU** have done?