

# Awesome Interns

Aimee Fahey & Jeff Weiss

# Aimee Fahey

Recruiting Consultant & Career Coach

Monsoon  
Cloudability  
GigaPan Systems  
Puppet Labs  
adidas  
Ecos



# Jeff Weiss

Engineering Team Lead @ Puppet Labs

Previously Team Lead @  
Hewlett-Packard  
Los Alamos National Laboratory  
Honeywell



# Internship Basics

Natl Assoc of Colleges & Employers (NACE) Definition:

"work experience for entry-level job seekers"

"not work that a regular employee would perform"

**i.e., not a grunt, not temps**

*(Want either of those? Go to an agency)*

Pay them - \$18/hr average technical intern rate

Set start/end date

Assigned supervisor w/ routine feedback

Meaningful work

Job posting w/ objective of the internship

# Where to Find 'em

Summer Interns - Post in January - hire by March - start in June

Engineering Job Fairs in February (SWE, PSU, etc.)

Craigslist, Indeed - cheap ads, good for entry level like this

Direct emails to Career Services Reps & CS Instructors

Twitter & LinkedIn postings

# Have You Thought About...?

- Non-Local Students (hiring sight unseen is OK!)
- University Apprenticeship programs (CAT, etc)
- International Students (F-1)
- Utilizing Career Services
- Non-Students
- Google Summer of Code, Dev BootCamp alumni

# Screening: What To Look For

- Excited about the company
- Attention to detail (not easily teachable)
- Aptitude
- Humility
- Eager to contribute
- Technical Exercise (GitHub API)

# The Actual Internship

- Upfront costs in time/productivity
- Pairing all day, everyday for first several weeks
- Real work
- Socratic method
- Ad hoc mini-tutorials
- Non-trivial, autonomous contributions within a few weeks



# Case Study: Puppet Labs Development Interns

- Varied Backgrounds: CS, EE, Linguistics
- No prior Puppet experience
- All submitting real, meaningful code by end of second week
- Part of the Dev Team (not isolated)
- Speaking at industry conference on “*Getting Started with Contributing to Puppet and Facter*”



# What Does Success Look Like?

- Establish Criteria for Success
  - First Day
  - First Week
  - Overall Objectives of the Internship
- Hire them if possible!
- Exit Interview - review, thank, get feedback
- Provide a written recommendation (letter or LinkedIn)

# Questions?

@EcoGrrlNetwork

@jeffweiss