



# Finding Your Focus And Measuring Your Success As A Young OSPO

CHAOScon

@IndeedEng | [opensource.indeed.com](https://opensource.indeed.com)

# Hi, I'm Dani.

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2 Types:

- Successful?
- Not Successful?

2 Types:

Successful?

Focused!

## 2 Types:

- Scope Matches Resources :-)
- Scope Is Too Large For Available Resources :-(

2 Success  
Stories



So What?



The logo for Indeed, featuring a stylized 'i' with a curved line above it, followed by the word 'indeed' in a bold, lowercase, sans-serif font.

open source

established:  
November 2017

Focus?

# Values and Goals

# What do we need?



Community



Buy-in From  
Leadership



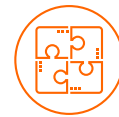
Help from  
Legal



OSPO  
Employees



A sub-brand



Identify  
current OS  
Contributors

# What Should We Do First?

- **Potential Future Blockers**
  - **Most important**
  - **Most exciting**

# What Metrics Do We Need?

Baseline Quarter

# What Metrics Do We Need?

How do we get them?



# What Metrics Do We Need?

How do we get them?

Google?



Image credit: <https://www.maxpixel.net/Mathematics-Pay-Digits-Close-Numbers-School-Count-2662758>



Free Soda  
when you Buy a  
Burger and Fries!

# Virtual Community Building

## Results to Date



#OSS  
members

#OSS-help  
members



Unique Views  
Wiki Pages | Internal Blog



Participants in Hacktoberfest  
And 24-Pull Requests  
Q4 2018

# Internal Events

Results to Date



Attendees  
Net Promoter Score



In-Person Attendees  
Virtual Attendees



Attendees





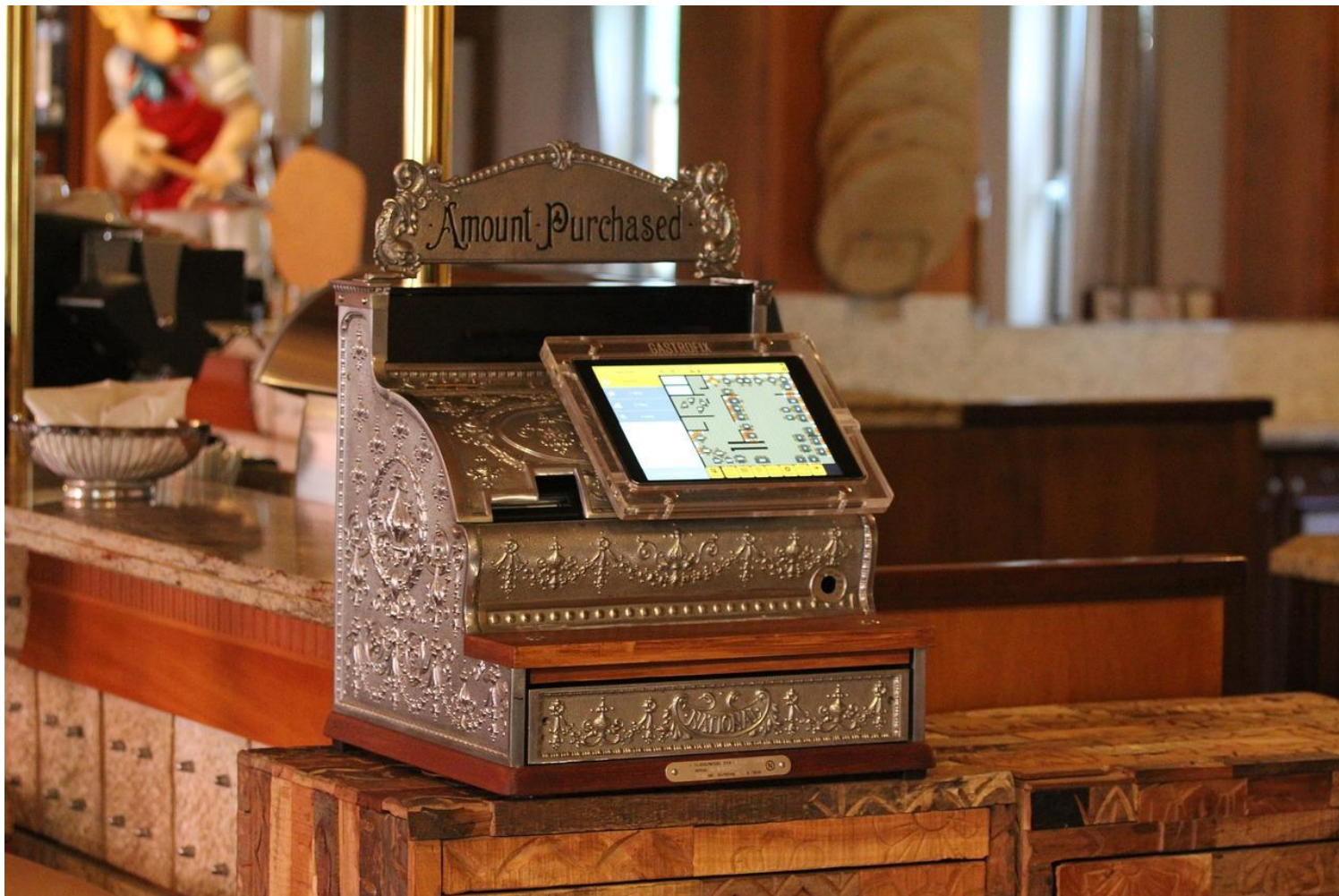
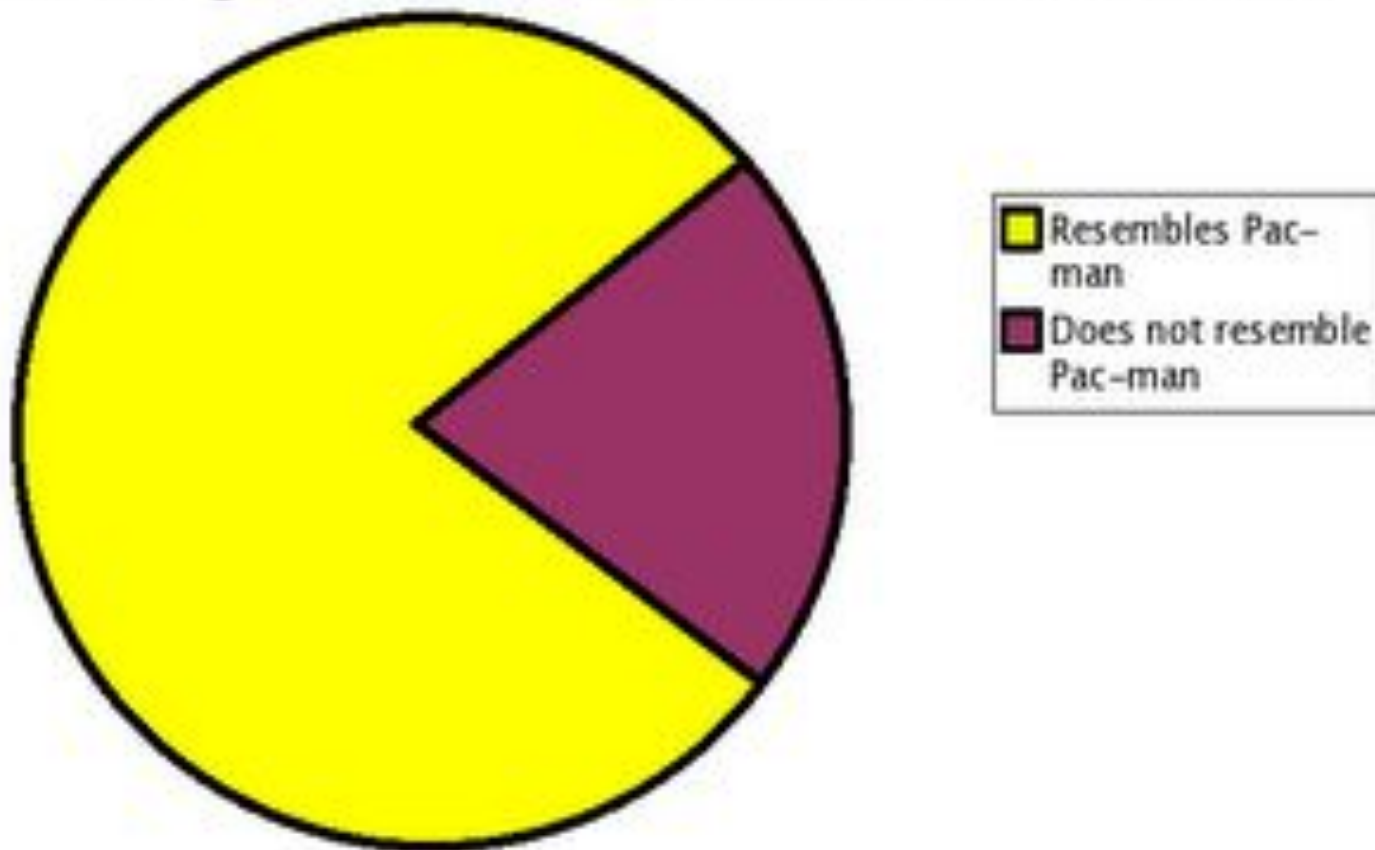


Image credit: <https://www.maxpixel.net/lpad-Pos-Cash-Machines-Restaurant-Waiter-Ipad-2713082>

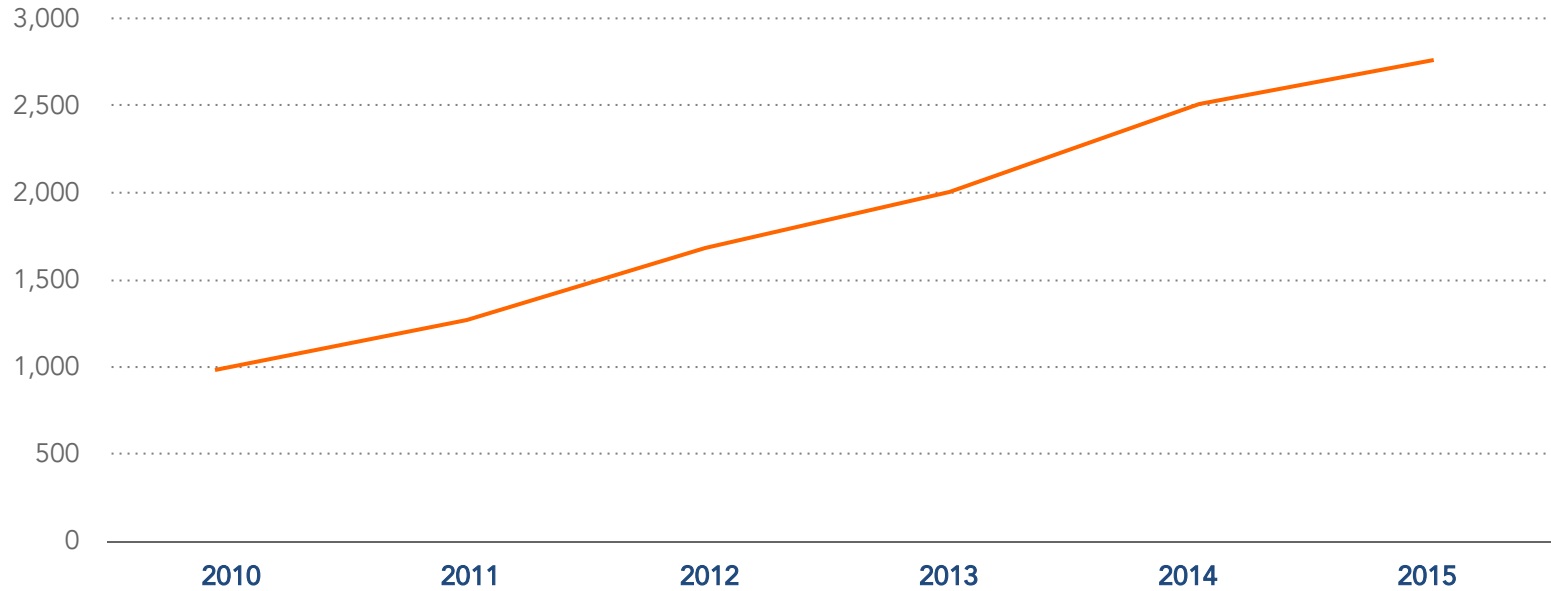
Ok, So how much data  
should we gather?



## Percentage of Chart Which Resembles Pac-man



Hmmmm, I guess this initiative worked!  
Up and to the right!



Source: The metrics I gathered



Image credit:

<https://www.maxpixel.net/Grass-Yellow-Stop-Hazard-Do-Tape-Outdoor-Caution-3402597>

Image credit:

<https://www.maxpixel.net/Violators-Private-Property-Sign-No-Trespassing-2734551>



Metrics  
Or  
Just an Answer?

# FOSS Contributor Fund

# FOSS Contributor Fund



Search or jump to...



[Pull requests](#) [Issues](#) [Marketplace](#) [Explore](#)



[indeedeng](#) / [starfish](#)

Unwatch

11

★ Star 1

Fork 0

Code

Issues 3

Pull requests 0

Projects 0

Wiki

Security

Insights

Settings

Run your own FOSS Contributor Fund - use starfish to find eligible voters

Edit

foss

foss-fund

sustainability

open-source

contribution

support

oss

Manage topics

21 commits

6 branches

0 releases

2 contributors

Apache-2.0

Branch: master

New pull request

Create new file

Upload files

Find File

Clone or download



kevindigo Merge pull request #8 from indeedeng/securityUpdateLodash

Latest commit ee265f2 27 days ago

<a href="#">.env.template</a>	Revert "js"	2 months ago
<a href="#">.gitignore</a>	WIP Initial commit of working code that needs a good refactoring/desi...	3 months ago
<a href="#">CODE_OF_CONDUCT.md</a>	bring repo up to OSS standards. Also, move timezone offset to env var...	2 months ago
<a href="#">LICENSE</a>	bring repo up to OSS standards. Also, move timezone offset to env var...	2 months ago
<a href="#">OSSMETADATA</a>	bring repo up to OSS standards. Also, move timezone offset to env var...	2 months ago
<a href="#">README.md</a>	adds newline	2 months ago
<a href="#">index.js</a>	make warning message clearer #2	2 months ago
<a href="#">package-lock.json</a>	fix package vulnerabilities, including lodash	28 days ago

Octotree





Image Credit: <https://www.maxpixel.net/Clock-Museum-Orsay-Paris-846873>

# Thank You!

Come hear me talk about  
Measuring and Growing Upstream Contributions  
Tomorrow at 4:20pm

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