Finding Your Focus
And Measuring Your Success
As A Young OSPO

CHAOSCon
@IndeedEng | opensource.indeed.com
Hi, I’m Dani.

Dani Gellis, Software Engineer
Indeed’s Open Source Program Office

@danisyellis   |   dgellis@indeed.com
2 Types:

- Successful?
- Not Successful?
2 Types: Successful? Focused!
2 Types:

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

2 Success Stories

Casey Trees
Washington DC

Center for Economic Progress
Working Solutions for Working Families
So What?
indeed
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?
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

Open Source
Summit 2019

/// OSS
Contribution
Workshop

indeed
open source
Ok, So how much data should we gather?
Percentage of Chart Which Resembles Pac-man

- Yellow: Resembles Pac-man
- Maroon: Does not resemble Pac-man

Image Credit: http://garysteinblog.blogspot.com/2006/11/
Hmmmm, I guess this initiative worked!

*Up and to the right!*
Metrics
Or
Just an Answer?
FOSS Contributor Fund
Run your own FOSS Contributor Fund - use starfish to find eligible voters

- **foss**
- **foss-fund**
- **sustainability**
- **open-source**
- **contribution**
- **support**
- **oss**

**Commits:** 21
**Branches:** 6
**Releases:** 0
**Contributors:** 2
**License:** Apache-2.0

**Branch:** master

- **.env.template**
- **.gitignore**
- **CODE_OF_CONDUCT.md**
- **LICENSE**
- **OSSMETADATA**
- **README.md**
- **index.js**
- **package-lock.json**

- Revert "js"
- WIP Initial commit of working code that needs a good refactoring/desig...
- bring repo up to OSS standards. Also, move timezone offset to env var...
- bring repo up to OSS standards. Also, move timezone offset to env var...
- bring repo up to OSS standards. Also, move timezone offset to env var...
- adds newline
- make warning message clearer #2
- fix package vulnerabilities, including lodash

Latest commit ee265f2 27 days ago
Thank You!

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

Dani Gellis  |  @danisyellis  |  dgellis@indeed.com