Scala Center

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The State Of the Center

Overview

(I) Context: legacy / heritage

(II) Current status & opportunities

(III) What can you expect in Q2 2020

(IV) How can you help

(V) Other important matters: Scala 3 & Change in Funding

(I) Context: legacy / heritage
STRONG POINTS

- Brand you can trust
- Being an independent org.
- MOOCs are fantastic
- People (engs) at the Scala Center
- Projects we lead
- General bias towards industrialization
- Stepping up & taking a leading role in the community
- Being an AB member sends a good message to the community (company is big in OS)
- Good to hear what is going on with the community and other AB members
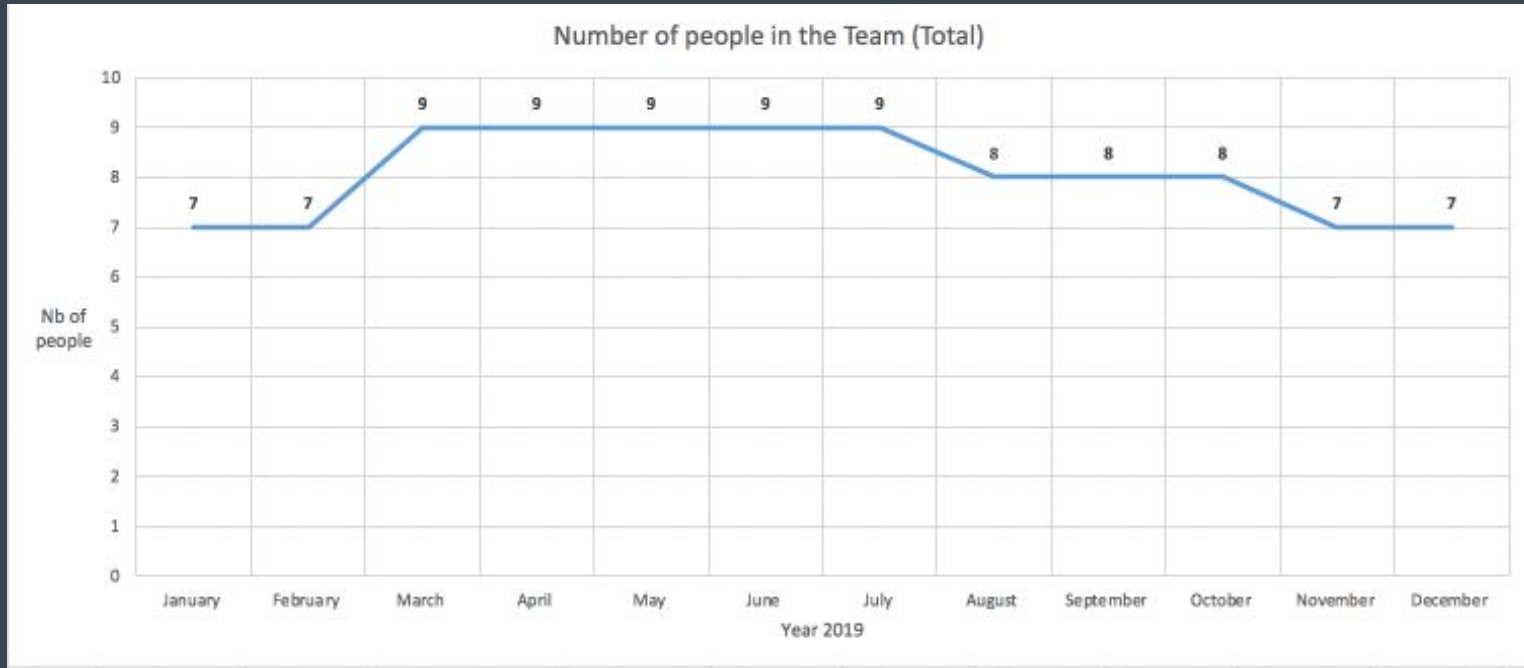- Other

(I) Context: legacy / heritage
2019 - A YEAR OF TRANSITION(s)

	Jan - March 19 4 devs, 1 educ, 1 comm, 1 admin			March- Aug 19 6 devs, 1 educ, 1 comm, 1 admin			Sept - Nov 19 5 devs, 1 educ, 1 comm, 1 admin			Nov - Dec 19 4 devs, 1 educ, 1 comm, 1 admin
1	Darja		1	Darja		1	Darja		1	Darja
2	Sylvie		2	Sylvie		2	Sylvie		2	Sylvie
3	Julien		3	Julien		3	Julien		3	Julien
4	Sebastien		4	Sebastien		4	Sebastien		4	Sebastien
5	Jorge		5	Tomasz		5	Tomasz		5	Tomasz
6	Olaf		6	Marek		6	Marek		6	Aleksei*
7	Alex		7	Jorge		7	Jamie		7	Jamie
			8	Olaf		8	Jorge		
			9	Alex					
							Olaf (after 3 years)			Jorge (after 3 years)
							Alex (after a year)			Marek

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(I) Context: legacy / heritage
2019 - A YEAR OF TRANSITION(s)

Number of people in the Team (Total)

(I) Context: legacy / heritage
2019 - A YEAR OF TRANSITION(s)

Number of Eng. in the Team

(I) Context: legacy / heritage
2019 - A YEAR OF TRANSITION(s)

Number of Eng. in the Team (without VL)
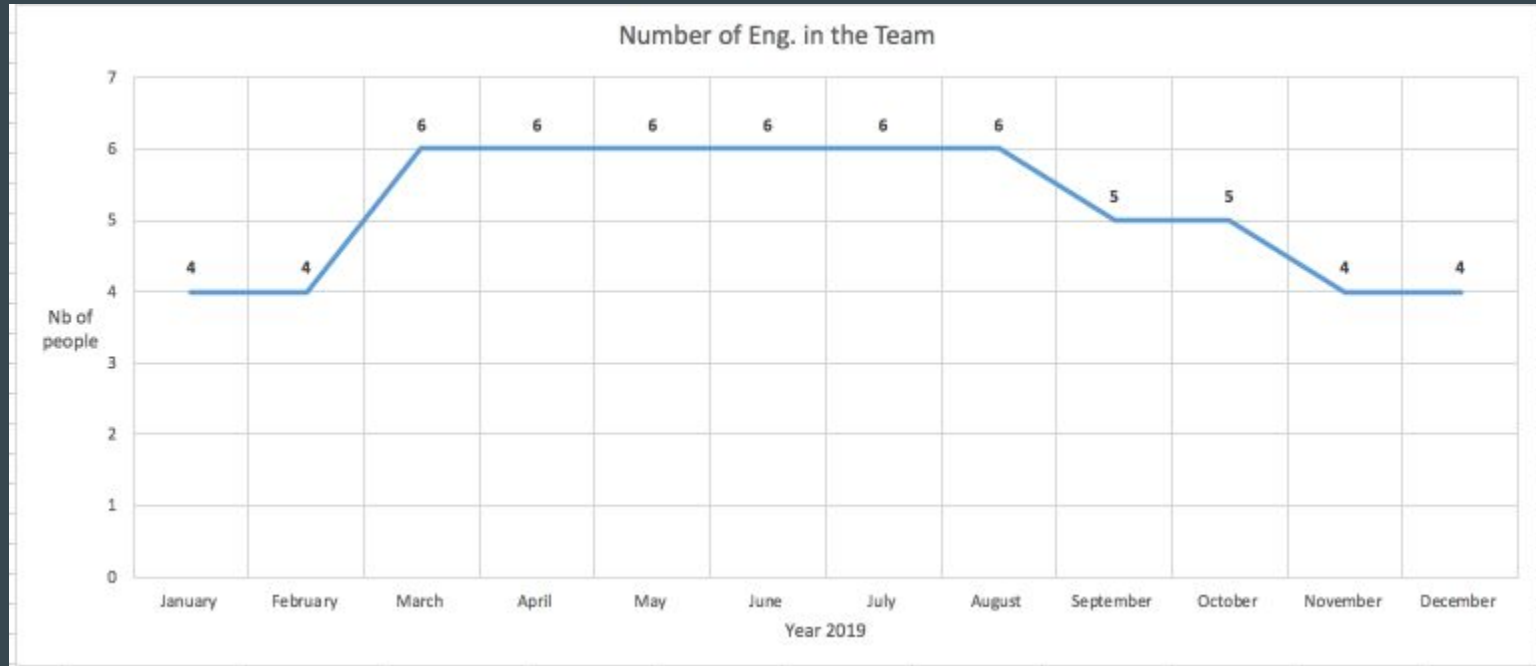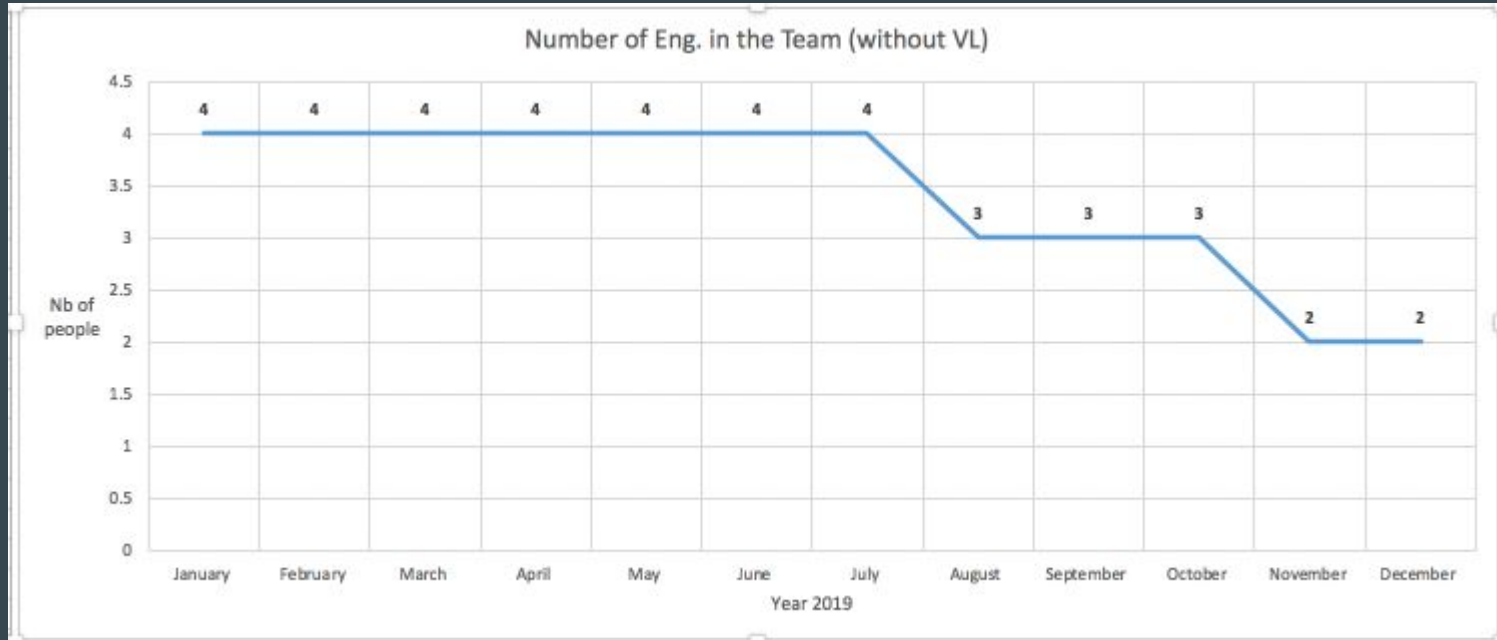
(I) Context: legacy / heritage
2019 - A YEAR OF TRANSITION(s)

Facts:

- Unstable core team (no. of people)
- Losing senior devs
- Exploring coordination with an external team
- New director (finding new direction)

Identified areas of improvement

❌ Project management
- full cycle: choosing, monitoring, reporting & communication
- keeping the projects when people leave

❌ Communication
- gathering and using feedback in our decision process + "marketing" our work
- proposal process

❌ Team expansion (hiring & diversifying)
- EPFL rules to fully hire someone are limiting

(II) Current status & opportunities

Jan - March 19	Sept - Nov 19	Nov - Dec 19	Jan 19 - Mar 2020

	Jan - March 19 4 devs, 1 educ, 1 comm, 1 admin		March- Aug 19 6 devs, 1 educ, 1 comm, 1 admin		Sept - Nov 19 5 devs, 1 educ, 1 comm, 1 admin		Nov - Dec 19 4 devs, 1 educ, 1 comm, 1 admin		Jan 19 - Mar 2020 11 devs, 1 educ, 1 comm, 1 admin
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3	Julien	3	Julien	3	Julien	3	Julien	3	Julien
4	Sebastien	4	Sebastien	4	Sebastien	4	Sebastien	4	Sebastien
5	Jorge	5	Tomasz	5	Tomasz	5	Tomasz	5	Tomasz
6	Olaf	6	Marek	6	Marek	6	Aleksei*	6	Aleksei*
7	Alex	7	Jorge	7	Jamie	7	Jamie	7	Krzysiek*
		8	Olaf	8	Jorge			8	Jamie
		9	Alex					9	Ergys
								10	Meriam
				Olaf (after 3 years)		Jorge (after 3 years)	11	Adrien
				Alex (after a year)		Marek	12	Alex
								13	Max
								14	Martin

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(II) Current status & opportunities

	Jan 19 - Mar 2020
	11 devs, 1 educ, 1 comm, 1 admin
1	Darja
2	Sylvie
3	Julien
4	Sebastien
5	Tomasz
6	Aleksei*
7	Krzysiek*
8	Jamie
9	Ergys
10	Meriam
11	Adrien
12	Alex
13	Max
14	Martin
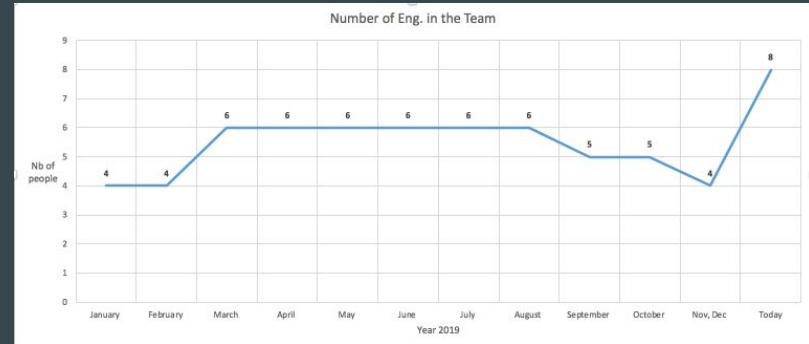
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5	Tomasz	
6	Aleksei*	
7	Krzysiek*	
8	Jamie	
9	Ergys	
10	Meriam	
11	Adrien	
12	Alex	=> we can hire contractors
13	Max	student
14	Martin	student

✔ <u>Team expansion (hiring & diversifying)</u>
- new employees, contracted Alex, proved we can continue hiring externally (with limitations, started work with students, embraced more help from VL;
- Internal: pairing team on projects, team sprees, trainings, communication

(II) Current status & opportunities

Identified areas of improvement

❌ <u>Project management</u>
- full cycle: choosing, monitoring, reporting & communication
- keeping the projects when people leave

❌ <u>Communication</u>
- gathering and using feedback in our decision process +
"marketing" our work
- proposal process

❌ <u>Team expansion (hiring & diversifying)</u>
- EPFL rules to fully hire someone are limiting

Q1 2020 progress

✔️ <u>Project management</u>
- introduced a curated project list, created prioritisation system,
introduced project management and monitoring processes

✔️ <u>Communication</u>
- gathered feedback from AB, embraced proposal as a tool of
gathering early feedback, took over Scala survey, followed up on
forums after the conference

✔️ <u>Team expansion (hiring & diversifying)</u>
- new employees, contracted Alex, proved we can continue hiring
externally (with limitations, started work with students, embraced
more help from VL; pairing team on projects, team sprees

(III) What can you expect in Q2 2020

- Solid curated project list
- Scala Center projects management on GH standardised
- Gathering and incorporating feedback using "AB Proposals" as a 2-way tool
- Establishing frequent public updates
- Continue to expand our team in different ways

(IV) How can you help

- Be our ambassador
    - wherever you go, speak about us
    - have an internal training, let your engs know about us and our projects, they are there for them to use
    - Promote on Twitter (for example)
- If your engs contribute to the OS, make sure to check our list (once we have it) and let them contribute to one of projects we advise do push forward; put them in touch with us so we can help out
- Share your client's feedback with us (what's happening in the real world)
- Test our projects and let us know how it works
- Keep advising us <3

(V) Other important matters: Scala 3 & Change in Funding

Scala 3:

Tools

Migration

Education

Performance

---> community acceptance

Funding:

1. Different levels

2. Augmenting the entering fee (for all)

3. Donations per project