

QCon NY 2014

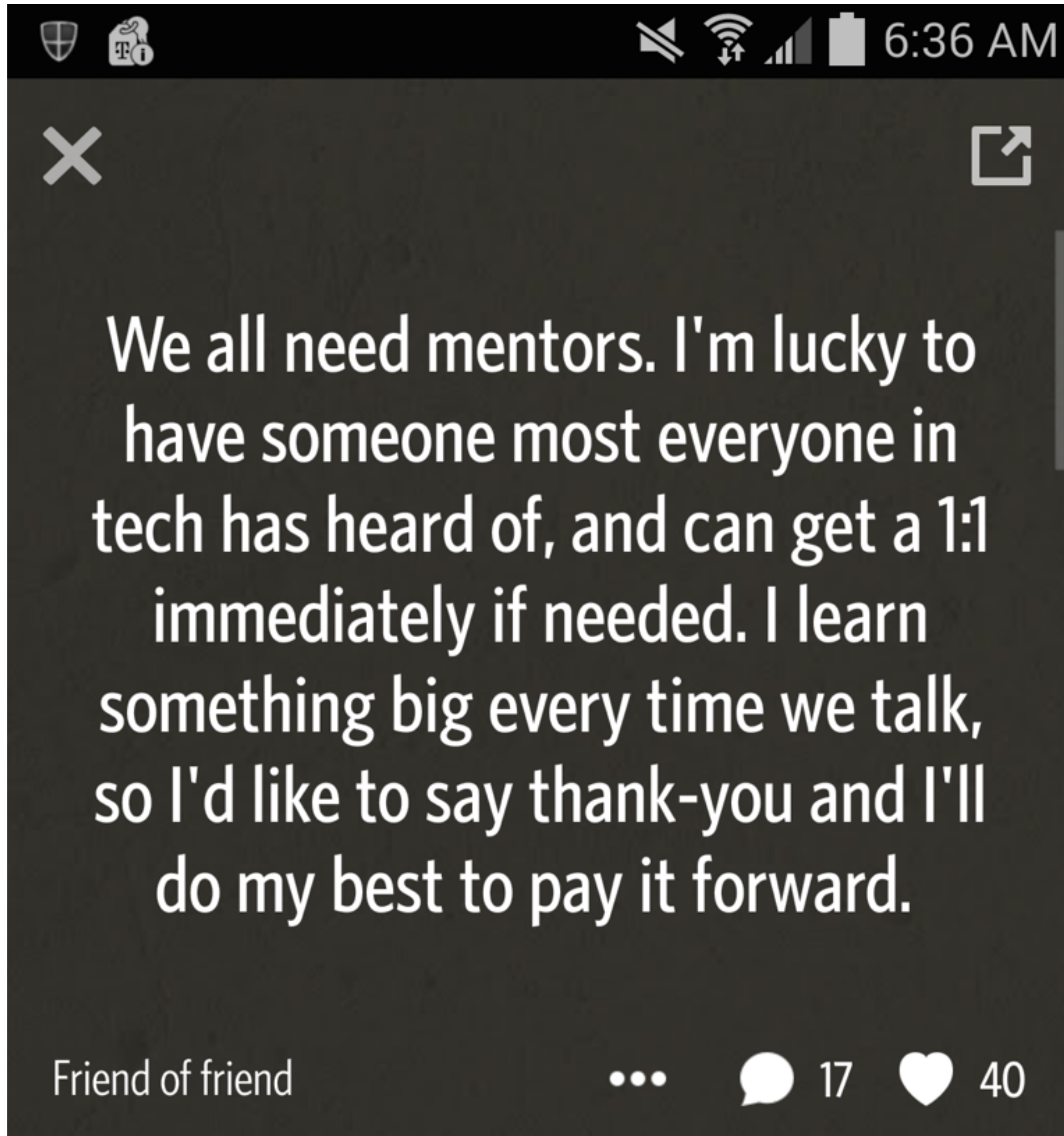
Mentoring Engineers and Humans



Daniel Doubrovkine

[@dblockdotorg](mailto:d@dblockdotorg)

artsy.net



It was pure luck our paths crossed the way they did (in work), and I like to think it was a mutually beneficial relationship. But you inherently know when someone operates on a different level than you do, so at least to me (regardless what I did for them) it's been a one-way street. So I'll learn what I can, and do my best to 'scale' (gack) that to a wider audience!



1d ago · Author ·  11

3 Designers
3 Art Liaisons
5 Engineers



- Fellowship Program
- Full Time Program Manager
- Outside of Career Services

Campus Visits

Princeton, Harvard, MIT, CMU, Stanford

CS Data Set from PeopleCo

Berkeley, University of Washington, Yale, Cornell, UCLA, USCD,
Duke, Dartmouth

Data Set from Resume Books

Arts: Harvard, Columbia, Brown

Design: Hyper Island, CMU, School for Visual Arts

Artsy HQ Event

Columbia, Barnard, SVA, NYU, Hunter

PeopleCo provides candidate data.

Ops creates landing page and conducts outreach to market jobs.

Friday, September 13



MG analyzes candidate data.

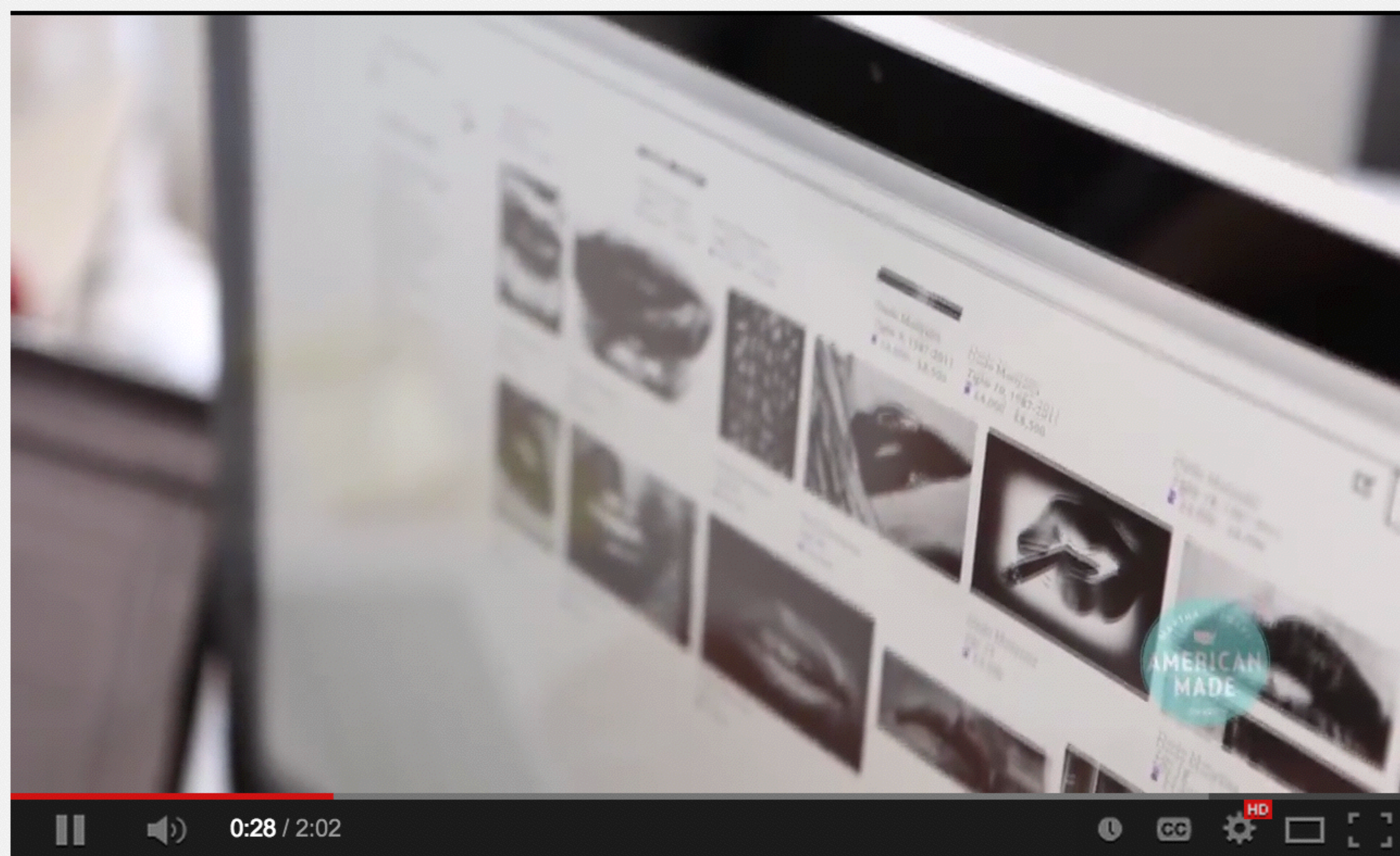
Students visit landing page and apply directly for positions.

Ops conducts ongoing email outreach to target candidates.

Ops works with Team Leads to review inbound applications.



Tell the Story



Art.sy | American Made Honoree | Martha Stewart



Martha Stewart ✓ · 1,142 videos

 **Subscribe** 69,842

718 views

 10  0

Purpose

Investment

Paid Internship

Experience

Selection

Outcome

Schedule

The Artsy Fellowship

The Artsy Fellowship is designed for exceptional, young individuals with a passion for art and science who want to change the world.

We invest significant time in finding extraordinary people. Our Fellows demonstrate remarkable achievement in their academic work, professional experience, extracurricular pursuits, and leadership.

Go Get Them



“Getting the strongest people at any level and keeping them is the single hardest thing in any organization.”



VANTYFAIR.COM

* actual interns not pictured

Pick mentors amongst experienced,
pragmatic & patient people.



Teach them mentorship.



Search..



BROWSE

ARTISTS

POSTS

FAVORITES

EDUCATION

ABOUT

DANIEL DOUBROVKINE (DB.)

Artsy Education



Artsy's mission is to make all the world's art accessible to anyone with an Internet connection. Below are some ideas for using Artsy as an educational resource. To explore the entire Artsy site, visit our [homepage](#).

Teach them responsibility.



Unlike management, mentorship is putting people's goals first, before their work.



Mentees have some domain knowledge, but have no idea what to do or how to behave.



Create an environment for success.





Set expectations.

Set goals.



Foster ownership and trust.



Make them a priority.



Advertise your mentee.

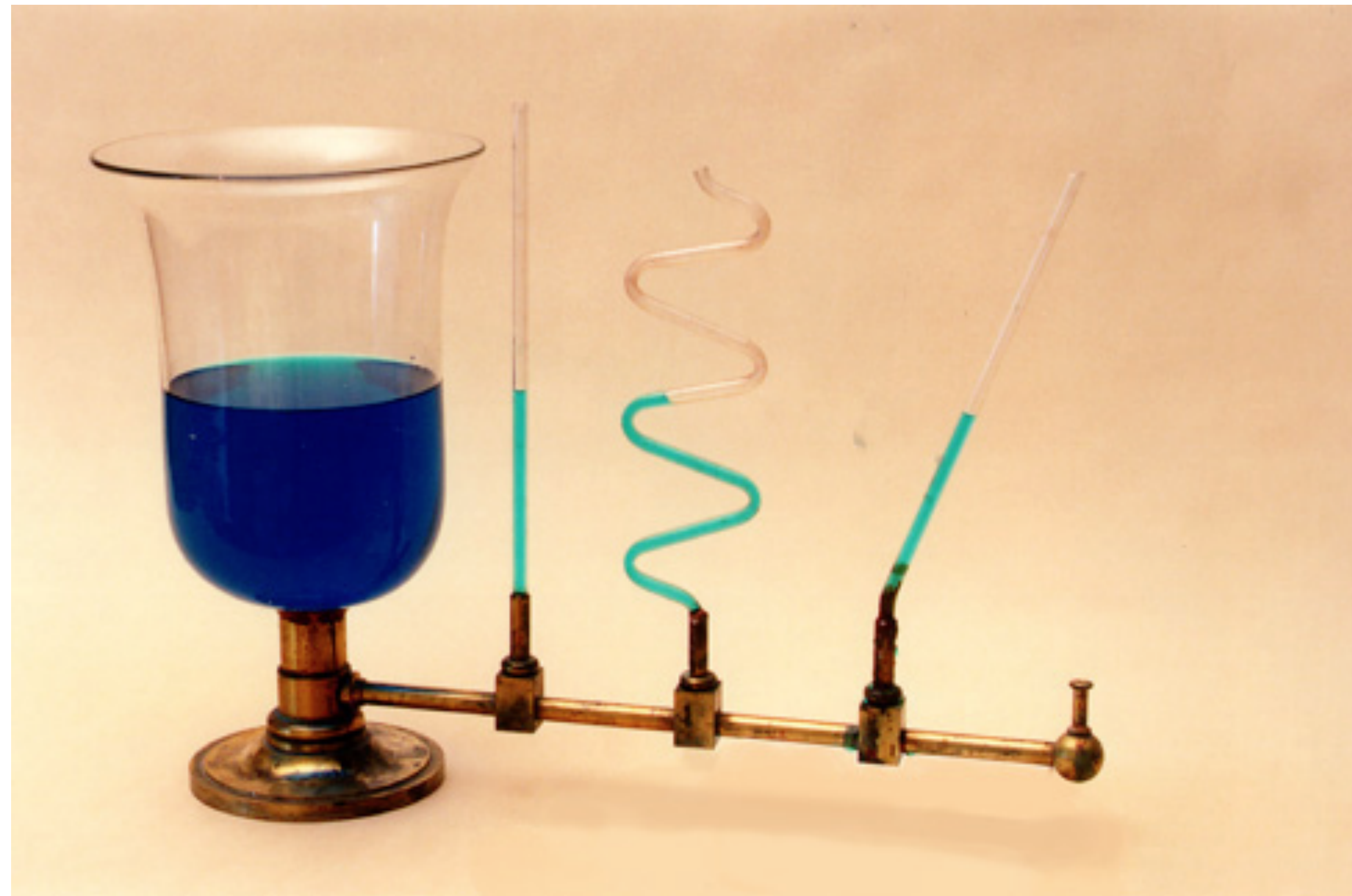
VanW ar

MIDWA

Praise your mentee.



Learn from your mentee.



Create long-lasting relationships.



“My favorite mentee was a student in a formal program many years ago. He is now my manager and we have an amazing working relationship.”

Mentoring is not for everyone.

Coach - Teacher - Student

"Be the worst guy in every band you're in." –Pat Metheny

Questions?

Daniel Doubrovkine

[**@dblockdotorg**](mailto:code@dblockdotorg)

[**code.dblock.org**](http://code.dblock.org)

[**artsy.net**](http://artsy.net)