



With Gild Source, Rackspace Found A ‘Hidden Gem’ Open Source Tech Evangelist & Engineering Leader

“I have Gild Source to thank for my position at Rackspace. I don’t know how I would have gotten in to the company otherwise. I originally applied online to Rackspace for a job, but wasn’t able to break through all the thousands of resumes the company receives. Using Gild Source, Rackspace’s recruiter, Blake Haggerty, found me.”



Duncan McGregor, Senior Manager of Software Development, Rackspace

At a Glance

Challenge:

- Duncan McGregor wanted to break into a large, established company that was the right cultural fit. Intrigued by Rackspace and its work, Duncan applied online directly to the company, but never heard back.
- A little less than six months after Duncan applied online to Rackspace, recruiter Blake Haggerty was looking for a senior manager of engineering candidate who not only had exceptional technical skills, but who had the ability to lead teams of developers.

Solution:

- Blake used Gild Source to successfully identify the candidate he needed – someone with a passion for open source and the skills to successfully lead multiple development teams. That candidate was Duncan.
- Blake actively pursued Duncan for the open senior manager role. Duncan met Blake in person, visited the Rackspace office, and learned more about the company and its culture. After his visit, Duncan said to himself “This isn’t just another company. How can I help the people here achieve their goals?”

“I had been trying to find a way in to a larger organization. I had been part of smaller organizations, but this was a whole new ball game. Rackspace was on the top of my list and I wouldn’t have gotten in there if it wasn’t for Gild.”

- Duncan McGregor





Results:

- Using Gild Source, Rackspace's recruiter successfully identified and hired a superstar and highly influential developer, Duncan.
- Duncan, in turn, found his way to Rackspace where he brings his years of coding experience, passion for open source, and leadership abilities to his role managing multiple software development teams.
- And, after being hired, Duncan brought in six other top developers to Rackspace.

Situation

Duncan McGregor had run his own company and been part of multiple startups. He wanted his next step to be into a large, established company—but one that would be a good fit for his interests and abilities. Intrigued by Rackspace and its work, Duncan applied online directly to the company, but never heard back.

Growing up in Bangor, Maine, Duncan first discovered a love of hacking at the age of 11. After high school, he joined the Army for four years as part of a Military Intelligence unit, focusing on linguistics. While in the army, Duncan started managing teams, laying the foundation and building his leadership and team management skills for the years to come. After the Army, he took some time studying in India at a monastery and lived with Tibetan monks, learning meditation and esoteric philosophy. He then returned to the States to begin college.

Duncan hopped colleges, ending up at University of Maryland, College Park where he was a physics major (math minor), and took computer programming classes. Duncan didn't start professionally coding until 1996. He was a programmer and systems administrator during the first Internet boom and has been an active participant and contributor in various open source communities since the mid-1990s. He had his own software consulting company for 8 years, consulting for clients such as PBS and the U.S. Department of Veterans Affairs.

Duncan started hanging out with people involved in open source, and so got involved with it himself - creating blog posts, asking questions, and learning new things. He has been most actively involved with Python and Twisted. Within a few years of discovering Python, he was hacking on asynchronous applications using Twisted. He started a blog that has gotten approximately 2.5 million views to date.

Months after Duncan originally applied online to Rackspace, recruiter Blake Haggerty was looking for a senior manager of engineering candidate. Rackspace is the service leader in cloud computing and founder



of OpenStack, an open source cloud platform. Rackspace delivers enterprise-level hosting services to businesses all around the world. Its core products include Managed Hosting, Cloud Hosting, Email, and Apps. The senior manager of engineering candidate Blake was seeking needed to be proficient in a specific niche technology, and able to lead and earn the respect of its existing group of developers.

Solution

Blake used Gild Source and found a profile of an engineer who was working on projects directly related to Rackspace's projects. The engineer was Duncan.

Looking at Duncan's Gild Source profile, including his coding projects, blog, and history, Blake knew Duncan had a passion for open source and the skills needed to successfully lead multiple development teams. Blake saw that three current Rackspace engineers posting comments on Duncan's blog and so asked his existing developer team about Duncan. They not only knew him, but they thought he was a superstar! Blake had found the candidate he needed.

Leveraging the information he had gathered on Gild Source, Blake actively pursued Duncan for the open Senior Manager role. Duncan nailed the rigorous technical interview and impressed everyone he met with.

Results

Duncan joined Rackspace in late 2012. It was an easy decision for him. He had been interviewing at other companies, but said to himself, "This is where I belong." Now managing three teams, Duncan's direct reports are located across the U.S. and in France.

So impressed with Rackspace since he joined, Duncan started blogging about his experience at the company, its 'Rookie-O' on-boarding program, the training and classes offered to employees, and the caliber of his colleagues. Friends and business contacts reached out to him to learn more and ask about Rackspace job opportunities. To date, Duncan has had six of his contacts hired at Rackspace.

The Take Away

Gild Source uncovers hidden talent that others sources do not find. Without Gild Source, Duncan and Rackspace would not have connected. Since Gild Source analyzes a developer's coding projects, technical knowledge and social footprint, prospects are able to stand out on their merit and proven skills. Gild Source dramatically improves how hiring teams identify tech talent by using power of data. As a result,





companies like Rackspace find hidden gems other companies miss, and developers, like Duncan, find their way to the right opportunities.