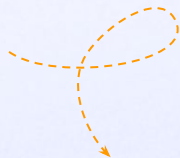




Sink or Swim?

| Team Leads and "Junior" SREs
debate "Trial by Fire" Onboarding

Meet this panel's Moderator



Verena Traub

Cloud & DevOps Consultant |
Speaker | Co-Founder reher*sal



I'm a Cloud & DevOps Consultant at b'nerd. After years as an HR expert in IT, I transitioned into tech and discovered my passion building and operating modern cloud infrastructure. Today, I help teams run and scale their infrastructure, bridging the gap between technical implementation, collaboration, and organizational realities.

Meet Pair **one** of the panelists



David Pech

Staff Cloud Ops Engineer @Wrike



CNCF Golden KubeStronaut
Kubernetes and PostgreSQL fan

Junior vibe-coder after 20 years of being "real"
developer/sysadmin/DevOps/SRE



Petr Rais

Technical Consultant @Sluno



Started as a robotics engineer, who found strong
passion in infrastructure, Kubernetes and IT
overall. I connect these two worlds and trying to
make it reliable and efficient as much as I can.

Meet Pair **two** of the panelists



Patrick Sieradzon

CEO & Co-Founder @aidaptik
Chapter Lead Operations
Engineering @CLOUDETEER



I'm an Aerospace Engineer turned Software Engineer, SRE, and Team Lead, driving Cloud Native innovation with a forward-thinking approach and fostering collaboration through observability.



Melody Sofia Eroshevich

Junior Site Reliability Engineer &
Community Lead @CLOUDETEER



As a Site Reliability Engineer and Community Lead at Cloudeater, I build reliable, scalable multi-cloud infrastructure with Terraform, Kubernetes, and Prometheus, while fostering tech communities for knowledge sharing and growth.

What are the requirements for an SRE?



Technical Skills

Hard skills developed **over time**

Communication

Stakeholder management, empathy, patience, target audience specific communication, visibility

High-Stake Decision making

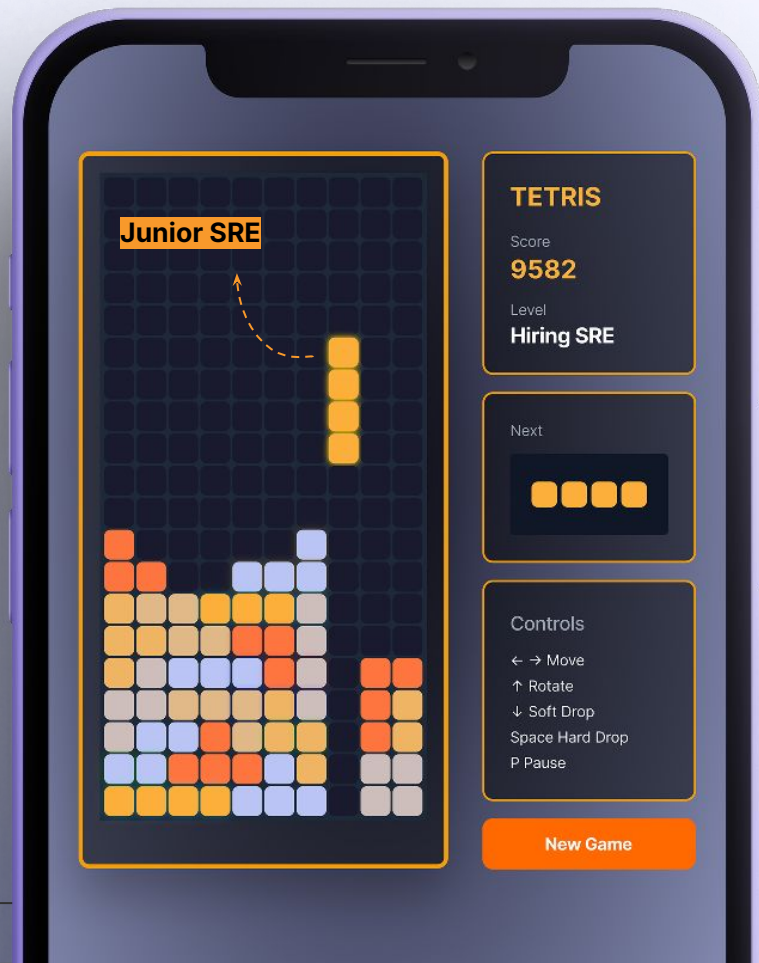
SRE's are always at the heart of the organization, high stress management, strong stress resilience, systematic decisions even in highest stress situations with good communication and teamwork

Culture & Personality Fit

No ego decisions, solution oriented and service oriented thinking and doing, Big scope and impact understanding, user oriented thinking

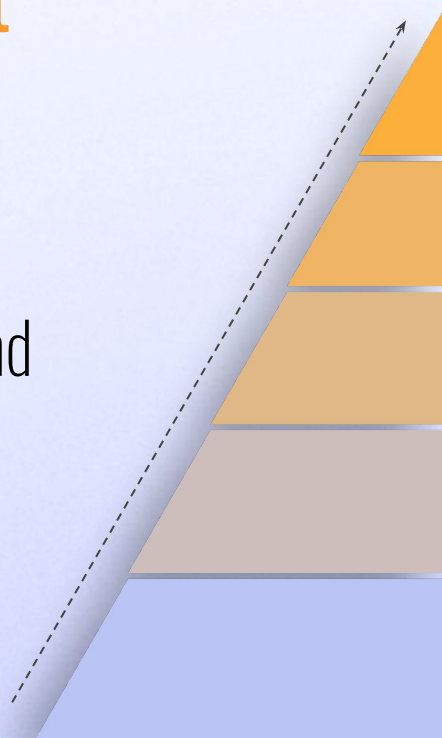
What are the **minimum requirements** that you need to look for in a Junior SRE?

Or how would you hire a Junior SRE?



What **environment** needs to be created to make this possible?

So, would you recommend hiring juniors? **yes/ no**



Self-Driven Growth

Choosing learning paths, proposing improvements, mentoring newcomers, representing the team externally

Recognition & Trust

Ownership of real services, credit in retros and postmortems, growing autonomy, input sought by seniors

Team Integration

Pairing sessions, shared on-call rotations, code review participation, team rituals, being "in the loop"

Psychological Safety

Permission to break things, blameless postmortems, sandbox environments, no fear of asking questions

Tooling & Access (bottom)

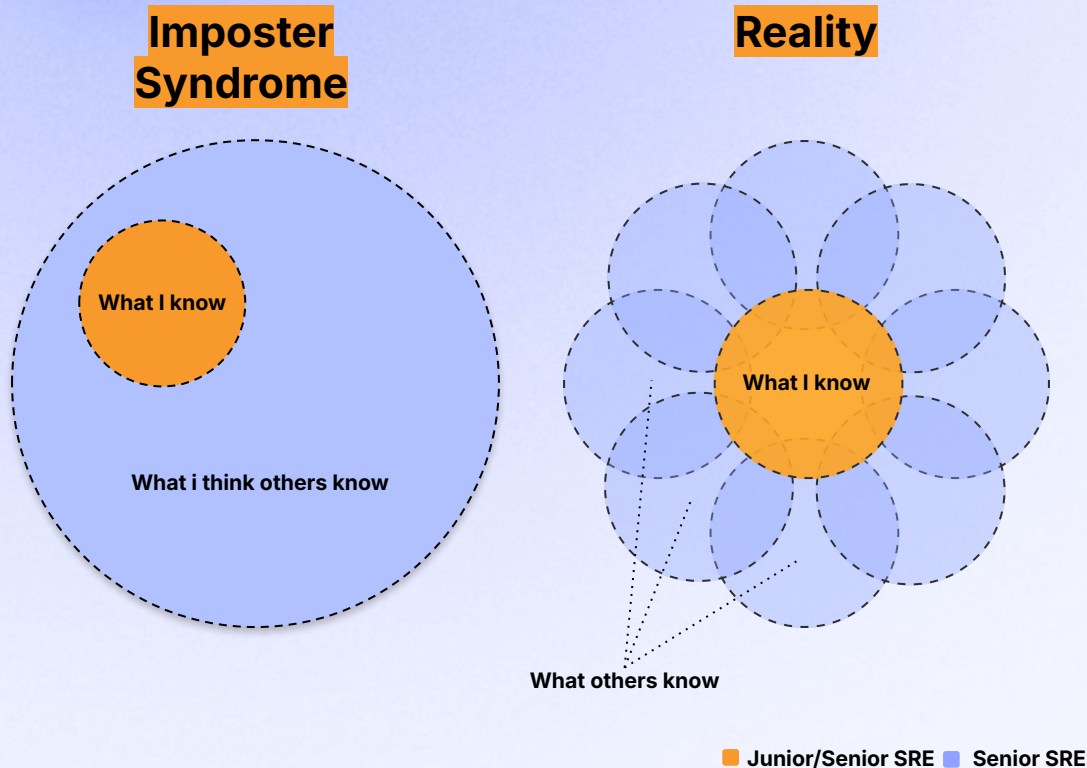
Laptop, accounts, cluster access, working dev environment, up-to-date documentation, clear onboarding path

Trial by Fire - Story time



What are the downsides of trial by fire?

Did you struggle with Impostor syndrome?

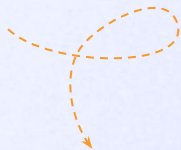


Thank you to the Community and Organizers



Let's connect

Questions welcome!



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