



LibreOffice
The Document Foundation



Recruiting is hard, let's go shopping

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VolunteerWhat?

- VolunteerMatch is a US-based web platform that connects volunteers with nonprofit orgs
- TDF opportunities:
<https://www.volunteermatch.org/search/org1102611.jsp>



Benefits

- Reaching outside the FOSS box
- Re-evaluating our tech docs
- Increased brand awareness

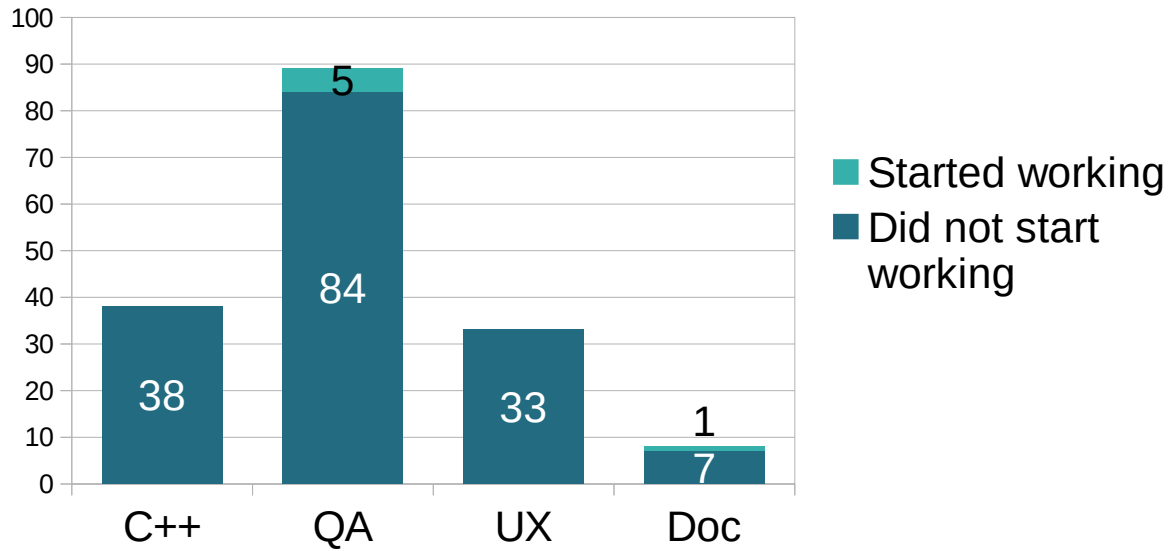


Struggling

Shocking fact: contacts drop out
without doing any work



Number of contacts since 27 Apr 2018





Accepting the reality

- A volunteer platform will not magically solve recruiting for us
- We have to adapt to the situation and trust the right approach will emerge in time



Who are these people?

- Typically professionals without LibreOffice experience
- In some ways the opposite of the typical user-turned-contributor



Getting in contact

LibreOffice C++ development



THE DOCUMENT FOUNDATION



I Want to Help

A group opportunity. Invite your friends.

38 people are interested



LibreOffice
The Document Foundation

Please join us in creating the best free software office suite in the world.

We offer mentored easy hacks for newcomers.

Read this page to get started:

<https://wiki.documentfoundation.org/Development/GetInvolved>



Let's learn to email

"I am happy to hear from you :)

Have you already created an account at our Bugzilla?

<https://bugs.documentfoundation.org/createaccount.cgi>

Do you have experience in quality assurance?

If you want, we can chat in real time at

<https://irc.documentfoundation.org/?settings=#libreoffice-qa>

(or use your favourite IRC client to connect to freenode and #libreoffice-qa)."



Still learning this email thing

“Triageing (analysing) newly arrived bug reports is by far the most time-consuming activity for us. We get anywhere from 600 to 800 reports per month. Here is our guide for getting started with triaging:

<https://wiki.documentfoundation.org/QA/GetInvolved>

It has a quick start guide I made that is a good fit for beginners. After you have tested a bunch of bugs according to the beginner instructions, you might start studying the more complete guide to triaging:

<https://wiki.documentfoundation.org/QA/BugTriage>”

+ mention about chat and Jitsi Meet voice call



Now that's what I call an email!

"Our docs are pretty good and the work can be self-starting, but I would still like to interview you. We can talk in text mode over IRC.

When would be a good time for you? I am in Helsinki, Finland and available during 16:00-20:00 on weekdays and 08:00-20:00 on weekends my local time. Please use this timezone converter to find the most convenient time for you and me:

<https://www.timeanddate.com/worldclock/converter.html>"



Interviewing provides opportunities

I am able to

- fill gaps in understanding basic concepts
- introduce a crucial tool we use (chat)
- set expectations
- convince the interviewee that it's a great idea to work with us



Interviewing provides opportunities

I tell them

- they can learn a lot, getting guidance from our skilled experts
- about our userbase, contributor community and events
- they can contact me directly via email or chat to ask for assistance or ask in public in the chat



Interviewing provides opportunities

They ask me

- how many hours we expect them to work per week
- if they can get a recommendation letter



Reasons for not starting

- QA reply after interview: "I dont think this will work. I thought I had the time and I don't"
- Design reply, did not interview: "After reviewing all the info you provided, I do not think I am the right fit for this position."



Reasons for not starting

VolunteerMatch: "We have found that many volunteers who use our service make connections with multiple opportunities and organizations. On average, 25% of connections result in successful ongoing volunteer relationships"



Results

- One doc contributor reviewed two chapters of Getting Started guide
- Three QA contributors did meaningful work, checking 30, 80 and 420 reports



F-1 visa student contacts in the US

"Optional Practical Training (OPT) is temporary employment that is directly related to an F-1 student's major area of study."

<https://www.uscis.gov/opt>

<https://oip.sfsu.edu/sites/default/files/f1/employment/optonlinewksp.pdf>

Unfortunately TDF does not have a branch office in the USA.



Coming soon to a platform near you

Zdeněk Crhonek has added LibreOffice to a Czech volunteer platform:

<https://www.umsemumtam.cz/neziskovka/4025>



Science can save us



Barcomb et al.: Why do episodic volunteers stay in FLOSS communities? (2019)

Survey-based study to figure out, why contributors keep coming back to FLOSS projects.



Barcomb et al.: Why do episodic volunteers stay in FLOSS communities? (2019)

Contributor benefit motives:

- I want to be recognized for my contributions.
- I want to receive a tangible acknowledgement of my contributions.
- I volunteer to get a reputation in the free/open source developers' scene.
- I volunteer to improve my job opportunities.
- I volunteer to make money.
- I volunteer to learn and develop new skills.

Thank you



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