

About Stark & Wayne

Stark & Wayne is the leading cloud agnostic technology consulting firm, offering: architecture design, implementation, and operations enablement. These services empower enterprises to operate highly available and extensible platforms on their chosen infrastructure.

Stark & Wayne engineers bring years of experience and a strong passion for cloud development and automation. We have the expertise to help your organization maximize the benefits of Cloud Foundry or any type of multi-cloud you might need, on premises or in the public cloud.

Contact

Brett Kennedy
VP Professional Services

M: (716) 998-8632
E: bkennedy@starkandwayne.com

Managing Cloud Foundry in the Age of Turnover

Why Are Cloud Foundry Operators in High Demand?

- Due to the remarkable cost and efficiency benefits afforded by Cloud Foundry, companies have adopted the platform at a rapid rate, substantially increasing demand for skilled Cloud Foundry Operators in the process.
- Various versions of Cloud Foundry (e.g., OCF, PCF, CFEE, etc.) platforms help create significant money saving efficiencies for Application Developers and Operators.
- The number of skilled Cloud Foundry Operators is limited.
- The rate of turnover for skilled Cloud Foundry Operators is high.

Cost of Cloud Foundry Operators

- Average base salary, not including benefits or bonuses, for Cloud Foundry Operators is approximately \$115 K, according to Glassdoor.com. For Operators with more experience, the base salary is closer to \$160 K or more.
- Bonuses for Cloud Foundry Operators range between \$2 - 24K, depending on base salary, bonus structure, and profitability of the company.
- Benefits add approximately 60% of an employee's base salary per the Bureau of Labor Statistics.
- Total average cost, including benefits, for each Cloud Foundry Operator is approximately \$193 K per employee per year, with lower and upper costs ranging from \$126 K to \$280 K or more.

2019 Market Demand for Cloud Foundry Operators

- Cloud Engineers are listed in the *Top 10 Most In-Demand Tech Jobs for 2019 according to TechRepublic.*
- The shortage of Cloud Engineers, especially those skilled in managing Cloud Foundry production environments, makes hiring qualified candidates more difficult and increases the rate of departure for existing staff due to more competitive outside offers.
- Companies that invest in their existing staff, training them to manage Cloud Foundry environments effectively, frequently experience the departure of newly trained employees due to more lucrative outside offers and high stress work environments.

Cloud Foundry Operator Turnover and Backfill Hiring

- Cloud Foundry Operators can be expected to change companies every two years.
- Hiring qualified Cloud Foundry Operators can take six months or more, with additional time needed for new hires to onboard and familiarize themselves with bespoke environments.
- Losing key personnel at critical times can present significant problems for production environments, with the lengthy hiring and onboarding process increasing the amount of time that staff members are shorthanded.
- Companies employing just two Cloud Foundry qualified Operators are likely to replace both of those Operators within three years. In a worst case scenario, replacement could occur simultaneously, leaving their Cloud Foundry production environment without a qualified Operator that understands the intricacies of their bespoke platform or how to resolve problems when things go wrong.
- If running a lean operation and one Cloud Foundry Operator leaves, the remaining Operator is likely to experience added stress that may induce them to leave the organization as well.

Cost of Re-Hiring and Onboarding

- The total cost of hiring a qualified Cloud Foundry Operator should include the following over the six month period that's normally required to find and hire a suitable candidate:
 - ◇ Recruitment fees
 - ◇ Advertising expenditures
 - ◇ Resume review time
 - ◇ Interview time
 - ◇ Onboarding time
 - ◇ Training time
- When totaling the items listed above for the estimated six months required to hire a qualified candidate, total costs can easily surpass \$10 - 20 K per new hire. That amount should be multiplied by the total number of new hires per year to calculate the total cost of hiring.

The Solution to Your Cloud Foundry Needs

- Facing the problems of staff turnover, does it make sense to have qualified Cloud Foundry Operators on staff or would it be better if an external group of Cloud Foundry experts run your platforms for you?
- By outsourcing platform management, current staff members can focus on projects and tasks that provide higher value to the company. Instead of losing people, your company gains efficiencies, increases value, and saves money.

Proactive Support

- Equivalent to the cost of two (2) senior engineers
- Upgrades & maintenance performed by Level 3 engineers
- Stark & Wayne runs the platform
- Stark & Wayne is responsible for infrastructure provisioning
- Health checks where S&W works to implement modifications
- Up to six (6) data services included
- Problem resolution and restoration
- 24x7 Level 3 support response time within 2 hours

If your company opts to manage their own platform after careful consideration of the issues, including crunching the numbers, we encourage you to contact Stark & Wayne for assistance with following Cloud Foundry best practices for Open Source Cloud Foundry, Pivotal Cloud Foundry, Cloud Foundry Enterprise Environment, and more.

Contact Stark & Wayne to learn more about how we can help you get the best out of your platform.

Email us at:
beahero@starkandwayne.com