10% time in Analysis Platform

Two of our goals are:

- Encourage experimentation, learning, self-directedness, and ownership in our engineers.
- Innovate!

Analysis Platform is launching a “10% time” program! Here’s the process.

Process

As an engineer in Analysis Platform, you get four weeks a year to work on self-driven projects, provided you’ve been with us for at least 6 months. The process is as follows:

- Talk to your EM about the idea, and how long you think it’ll take.
- If the project is small and about individual learning, it’ll likely get approved by your EM.
- If the project is more complex with potential product impact, you and your EM will work together to flesh out the idea, identify stakeholders (potentially including members of the product team) and create a pitch.

  Necessary elements of a proposal include:
  - What you want to do
  - Why
  - How long you want for it
  - How you’ll measure success
    - Learning counts as success, even if the thing we learn is “don’t do this, it’s a disaster”.

- Our aim is to say yes to projects! Non-yes responses may include “we’ve tried this before” or “Engineer Y recently proposed a similar thing, talk to them and come back with a joint proposal” or “you can be more ambitious than this 😊”.
- Once approved, you book your time in advance with the agreement of your DL + PO. (For smaller teams with more flexible process, work together to make it work, like you do with vacations.)
- During that time, you’re effectively not on your team -- no context switching and juggling. The project is explicitly timeboxed. It is over at the end of the timebox.
- Multiple engineers may propose a joint project.
- You can use your four weeks however you like (eg one one-week project and a three-week project later in the year).
  - Just like vacation, 10% time does not roll over across years. Use it or lose it!

- You pinky swear to talk about your project with the rest of the platform once it's done. At least with a writeup, and hopefully with a presentation.

What happens afterwards?

It is possible that your project will be wildly successful, to the point where it affects platform direction / technical strategy / other. It is **amazing** if this happens! What happens next is defined on a case by case basis, but should follow the normal flow of how we develop our software -- i.e. through Dir. Tech and/or Product.