

## OSPO Career Trailmap

This trailmap helps organizations build a sustainable and rewarding OSPO career path for their employees, including helping them gather depth of skills in particular areas so they're well prepared to develop their careers in more than one area of the business.

### Get Started into OSPO!

Join TODO / OSPO Community

<https://todogroup.org/community/>

Explore OSPO Resources

<https://todogroup.org/guides/>

OSPO Training

<https://github.com/todogroup/ospo101>

### What is TODO Group?

TODO Group is an open community of practitioners who aim to create and share knowledge, collaborate on practices, tools, and other ways to run successful and effective Open Source Program Offices or similar Open Source initiatives

Read more about the group, join the community or become a supporter to get involved.



[landscape.todogroup.org](https://landscape.todogroup.org)

## Network With Peers

Successful OSPO leaders network with their peers to promote themselves, mentor other leaders, and discover new ways to support their own reports

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## Build Personal Brand

Guiding reports on how to build an OSPO brand are equally strong for the team, project, and organization

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## Retain And Promote

Those organizations that offer the highest rungs in the career ladder are the ones that tend to net big talent

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## Map Skill Categories

Break down the skills an OSPO staff member uses in their daily functions and fitting those into well understood skill buckets in other company departments or divisions

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## Mix Unique With Standard

Organizational variances are common even though patterns in how most companies think about and manage open source are similar

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## Refit Existing Career Ladders

For instance, refit the organization's engineering career ladder to reflect similar skills for community managers. Once a career ladder is complete for the OSPO team and people were promoted accordingly, other departments with open source talent showed interest in it too

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## Define The Scope Of Work

Be intentional about either expanding or contracting the scope of your office in order to facilitate the work that needs to be done

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