



Scaling Facebook Engineering

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People on Facebook



New Products

- Timeline
- New iOS and Android Apps
- Facebook Messenger
- Ticker
- Open Graph
- Many more



Facebook Engineering Team



Goal: maintain or increase the efficiency per engineer as we grow

Challenges

- The n00b time sink
- Keeping development fast
- Unintended consequences

The n00b Time Sink



Brief History: 2008

- Hiring 10 engineers / month
- Each team spending lots of time ramping up new engineers
- New engineers taking a while to come up to speed
- About to exceed Dumbar's number of engineers (~150)



Goals of Bootcamp

- Get new engineers up to speed technically and culturally
- Give exposure to many different areas of the codebase
- Find a team at the intersection of their passion and impact
- Get new engineers doing useful work as soon as possible

Bootcamp Day 1: The Basics

- Meet your bootcamp mentor
- Get your dev server set up
- Learn about the core concepts of the FB www codebase
- Get your first bootcamp tasks

Bootcamp Day 1: First Assignment

facebook INTERN		Thomas Carriero	Bookmarks	Search	[7]
Dustin Moskovitz	View Profile				
Soleio Cuervo	View Profile				
Kang-Xing Jin	View Profile				
Sarah Richardson Maxwell	View Profile				
Le Zhang	View Profile				
Josh Bolian	View Profile				
Alex Hoffer	View Profile				
Will Chen	View Profile				
Greg Bybee	View Profile				

Bootcamp Week 1: Learning & Hacking

- Intense training sessions on how things work at Facebook
- Customizing your dev environment
- Hang out with your cohort of bootcampers
- Complete & commit your 1st task

Bootcamp Weeks 2-4

- Your first change goes live to a billion people!
- Training sessions on back-end services, mobile, network, data center design, etc
- Work on bootcamp tasks across FB stack

Bootcamp Weeks 4-6: Team Selection

- Learn about the many teams that need engineers
- Meet the engineers from teams you are most interested in
- Bootcamp tasks for your top teams
- Pick the team that intersects impact and your passion

Bootcamp Results

- Almost 1000 engineers graduated
- Feedback from bootcampers is consistently awesome
- New engineers come up to speed much faster
- Greatly reduced cost of ramping up new engineers
- New engineers get established and make friends faster
- Really helps new engineers understand Facebook culture

Keeping Development Fast



Facebook Development Environment



Why Fast Tools Matter

- Focus and flow are critical to high productivity
- Any development operation taking over 5s will cause engineers to do a lightweight context switch
- Any operation taking over 2 minutes will cause a heavyweight context switch
- These are productivity killers and need to be avoided at all cost!

Dev Sandbox Page Load Time



Other Critical Areas

- Source Control
- Testing
- Static analysis
- Task / bug tracking tool
- Code Review Tools
- Release

Unintended Consequences

TYPICAL INVENTOR -FAILING TO SEE THE CONSEQUENCES OF HIS OWN CREATION. 1:11911111

CHRIS MADDEN

Brief History: 2008

- Engineers validate changes by testing them in their sandbox
- Code simple enough & engineering small enough that engineers had a good idea of what a change could break
- Good monitoring in place to catch issues that slipped through

Brief History: 2009

- Engineering team getting close to 300 people
- Switch to git allowed development of more changes in parallel
- Complexity of the codebase exceeding the point where anyone can keep it all in their head
- Increasing number of breaks that block other engineers
- Increasing number of bugs shipped to production

Bottom line: the current model wasn't scaling

Solution: Automated Testing

Introducing Testing at Facebook

- Built framework to make it easy to write the tests
- Integrated unit testing in the engineer workflow
- Focused first on writing tests for one key area
- Developed experts / advocates in key teams across FB
- Leveraged incidents to encourage more people to write tests
- Indoctrinated bootcampers

Testing At Facebook: Initial Results

- ~3000 tests written in 3 years
- Good reduction in breakage in areas with test coverage
- Reduction in number of defects shipped to users

Testing At Facebook: Curse of Success



Cleaning house

- Big effort to get our test failures down to 0
- Killed several hundred low value & commonly failing tests
- Improved the reliability of the testing infrastructure
- Started disabling tests that were failing for > 1 week
- Started disabling intermittently failing tests
- Built a test failure analyzer
- Built a shim for our graph cache to reduce dependencies
- Worked with teams with unreliable tests to improve them

Game Theory

[dmortenson@dev202 sandboxes{Clean}]\$ arc unit Test score is based on the test analyzer: https://our.intern.facebook.com/intern/wiki/index.php/TestEngineering/TestAnalyzer 6 PHP tests to run based on coverage and test execution time. Running only "fast" tests. Use --time-limit option to include slower tests in the run. PASS InactiveFriendsDataTypeTestCase (1.368s), Score: 81/100 +5 PASS AllActiveFriendsLoaderTest (1.375s), Score: 81/100 +5 PASS FriendsAccessorsCornerCasesTest (1.383s), Score: 76/100 +2 PASS HaveActiveMutualFriendsTestCase (1.600s), Score: 75/100 PASS AllFriendsTestCase (2.278s), Score: 72/100 PASS AllFriendsChangesPreparableTest (2.954s), Score: 72/100 0 JS test to run for www 0 JS test to run for static_upstream [dmortenson@dev202 sandboxes{Clean}]\$

Results So Far: Better But Not Enough

- Failures still in the 40-50 per run
- Main cause: test failures discovered too late

Faster Feedback



Testing At Facebook: Now



So: did it work?

Commits every Month



Lots of Work Left

- Mobile
- Back end services
- Making every engineer more productive as we grow

How are you tackling these challenges?

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