**Karsten Wade**

Open Source Community Architect / Community Manager / Community Executive

Developer Relations / DevRel / Developer Advocacy

**Contact Information:**

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**Expert Skills:**

- Corporate strategy and tactics for all aspects of Open Source software.

- Articulating and driving community-based R&D for a product pipeline.

- Creating and curating product feedback loops through developer advocacy, especially using Open Source projects that are upstream of product code.

- Implementing broad developer relations strategies for diverse developer types, including corporate, government, SMB, and community contributors.

- Driving clarity, creating and maintaining alignment at the intersection of business, academic/research, public sector, and Open Source communities.

- Architecting and building Open communities at scale.

- Presenting and educating on technical and cultural concepts for a wide audience.

- Technical and non-technical content development, writing, and editing.

- Linux/UNIX systems operations and administration, IT management.

- Culture, change, and technical program management.

**Professional Experience:**

**Founder, Open Community Architects**

Santa Cruz, CA | June 2023 - Present

- Founded a consultancy and recruiting agency for full-lifecycle Open Source strategy and execution.

- Ecosystem strategy consulting for UNICEF [https://LearningPassport.org](https://learningpassport.org/).

- Co-founder of [www.PAIPalooza.com](http://www.paipalooza.com/) personal AI hackathon series.

- Community Outreach Lead for [Kwaai.ai](http://kwaai.ai/) foundation, a personal AI project, and maintainer for [pAI-OS](http://paios.org/). (Volunteer)

- Open Source practices and training consulting for Musa Capital’s [SummerOfCode.ai](http://summerofcode.ai/) project at <https://github.com/Open-Cap-Stack>. (Volunteer)

**Principal Community Architect, Red Hat**

Remote US CA | Autumn 2009 - May 2023

- Most recent role as community architect for [https://Operate-First.cloud](https://operate-first.cloud/) — a cloud-native approach to Open Source projects — had purview over the range of GitOps, AIOps and MLOps, big data, data science and engineering, and Kubernetes community development and operations for the future direction of Open Source development.

- Led the development of “the Open Source Way” as a key aspect of scalable and lasting company culture during a period of significant growth.

- Managed global developer community initiatives, including organizing meetups, creating educational resources, and contributing to Open Source projects.

- Collaborated closely with product teams to align community feedback with development goals, ensuring that Red Hat's growth was both cultural and technical.

- Expert on community management principles and practices. Creator/maintainer, writer, and editor for the Open Source Way guide for community management best practices. Co-creator of the “Community Architect” role.

- Key project roles: Operate First & OpenInfra Labs for MOC Alliance; CentOS Project Board & Red Hat Liaison; oVirt project Opening; Open Source Way writer & maintainer..

- Volunteer roles: IEEE SA OPEN (OSCAG Chair), SETI Institute Open Sourcing; OpenWorks definition; CROSS & OSPO at UCSC; TeachingOpenSource.org; Inclusive Naming Initiative; and more.

**CentOS Engineering/Community Infrastructure Manager, Red Hat**

Remote US CA | July 2013 - January 2018

- Managed the CentOS team post-acquisition, integrating them into Red Hat.

- Expanded the team to provide broad community infrastructure on self-hosted bare-metal for various Open Source projects.

**Senior Developer Advocate, Red Hat**

Remote US CA | Summer 2006 - April 2009

- Spearheaded the creation of developer-focused content and events that enhanced community engagement and product awareness, working in conjunction/across product and Open Source project teams.

- Played a key role in scaling Red Hat's communities as the company expanded its product offerings and global presence.

- Collaborated with engineering teams to align community feedback with product development across all of Red Hat’s product stack (Linux, middleware, database, dev tools).

- Created and managed core products like 108.redhat.com to assist corporate developers in understanding and using Open Source.

**Senior Technical Writer, Red Hat**

Remote US CA | Summer 2003 - Summer 2006

- Authored the RHEL 4 SELinux Guide and Fedora SELinux FAQ.

- Led Fedora Docs and served on the Fedora Project Board.

**Professional Services Consultant & Project Writer, Red Hat / VA Linux Systems**

Remote US CA | October 2000 - Summer 2003

- Developed Open Source training for clients such as Agilent Research.

**IS Manager, On Radio/Avevo/Electric Village**

Scotts Valley, CA | July 1998 - September 2000

- Managed IS for a distributed company providing content & streaming platforms for radio stations.

**Communications Director, Luster, Inc.**

San Francisco, CA | May 1997 - August 1998

- Led IT & web services for a construction management company.

- RFQ and RFP response team for IT-related construction management proposals.

**Web Designer & Principal, XYT Design**

Santa Cruz, CA | Winter 1995 - May 1997

- Co-owner and web designer for a boutique web design firm.

**Speaking & Publications:**

- Regular speaker at events like

- CentOS Dojos, Community Leadership Summit

- KubeCon NA

- LinuxFest NorthWest

- OpenInfra Summit

- Open Source Summit NA & EU

- OSCON

- Red Hat Summit

- ScaLE

- Core publication products include:

- [[108.redhat.com](https://web.archive.org/web/20070702023941/https://www.108.redhat.com/) ](<https://web.archive.org/web/20070702023941/https://www.108.redhat.com/>) for Open Source development news and education

- [[DevFu.redhat.com](https://web.archive.org/web/20090228234251/http://devfu.redhat.com/)](<https://web.archive.org/web/20090228234251/http://devfu.redhat.com/>) for Open Source development news and education

- [next.redhat.com](https://next.redhat.com/) for emerging technology articles

- [[OSAI tl;dr](https://www.linkedin.com/newsletters/osai-tl-dr-7191164189028020225/)](<https://www.linkedin.com/newsletters/osai-tl-dr-7191164189028020225/>) is an Open Source AI newsletter

**Online Presence:**  
- www.theOpenSourceWay.org

- [github.com/theopensourceway](https://github.com/theopensourceway)

- [[YouTube Channel](https://www.youtube.com/@KarstenWade)](<https://www.youtube.com/@KarstenWade>) and [playlist[ (<https://www.youtube.com/playlist?list=PLXhZERDQo43nkXu_FRvHrPE0d7kD1rdOC>) of presentations and webinars: