

# Onboarding and enablement project overview

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## Project summary

CoreWeave Engineering requires a unified onboarding and enablement program to improve new hire integration and technical setup. Currently, onboarding documentation exists, but needs accuracy updates and improvements based on user feedback, while engineering enablement materials are still in development.

This project will create a comprehensive plan that consolidates both onboarding and enablement initiatives, ensuring new engineers receive accessible, accurate, and discoverable information for CoreWeave Engineering's personal and technical standards. By unifying these related efforts, the project aims to create an overarching story that smoothly transitions new hires into active developers in a one to two week timeframe.

**Start date:** Sep 2, 2025

**Project completion:** Sep 26, 2025

## Objectives

- Enable new hires, which include a variety of technical skills and background, to access Engineering-related onboarding information for use across the entire organization (IT and other departments).
- Enable new developers to set up their work machines and environments quickly and efficiently.
- Enable new and existing developers to access reference materials for development-to-publish pipelines at CoreWeave, setting company-wide standards where able.

## Key deliverables

- An onboarding and enablement story or content map that reflects the architecture for navigating between these two initiatives.
- A series of Engineering onboarding guides updated for Fall 2025 which introduce CoreWeave, products, and technologies for a wide audience with a variety of technical backgrounds.
- A series of Engineering enablement guides which provide CoreWeave developers a reference for common machine setup requirements, CoreWeave specific technical requirements and applications, and an overall view of the development-to-publish pipeline.

## Definitions

- **Onboarding/orientation:** Content required for any new hire to feel oriented within Engineering, including any practices defined by Engineering leadership as required for new hires (Buddy meetings, EasyLlama trainings, etc)
- **Enablement:** Content required for software engineers to have a shared baseline of any technical requirements or standards for development at CoreWeave.
- **Engineering:** As led by Chen Goldberg, which includes technical and non-technical teams and employees. See Product, EngOps, Customer Success, Weights & Biases
- **Developer:** Anyone at CoreWeave who contributes code, builds automation, manages infrastructure as code, etc. Used separately from “Engineer” and “Engineering” to encompass solely the development experience and not hardware or other team-specific requirements.

## Timeline

### Week 1 - Sep 2, 2025

- Audit all existing docs and any additional materials (tickets, feedback)
- Create and propose updated outline/story for existing docs, with placeholders for anything unfinished
  - Note doc dependencies, if any, so updates are coordinated
- Identify any documents proposed as org-wide, and reach out to People to hand off
- Create and assign review and update tickets for each proposed document, or with placeholders
  - Content is signed-off as it's finished, not all at once
  - Dependent docs are released together, and/or related links/needed content is captured for updates

## Week 2 - Sep 8, 2025

- Announce ongoing work in #engineering and #the new hire channel to provide notification of changes and the potential for unexpected adjustments
- Move existing content into new architecture/folder structure
- Ensure any in-progress content is noted with an admonition
- Content priorities:
  - Onboarding: Rewrite landing page, orientation guide, FAQ
  - Enablement: Rewrite local and remote development guides

## Week 3 - Sep 15, 2025

- Project priorities:
  - Onboarding: Rewrite management and buddy guides
  - Enablement: Rewrite all Git and GitHub documents
  - Update selection of remaining sections:
    - Testing and deployment/release guides, commit signing, docker guides, AI assisted development, others defined in week 1
  - Review with team EOW: entire flow of onboarding -> enablement

## Week 4 - Sep 22, 2025

- Project priorities:
  - Write, review, and update remaining enablement guides
  - Achieve final sign-off on any completed documentation
  - Any remaining adjustments or feedback implementation