Hi, I'm Peter, a software engineer based in the Boston area with 6 years of experience. This is a "reverse job description" outlining my ideal software engineering position. If this sounds like a role your team would post, I'd like to talk to you. As this is idealized, please reach out for opportunities that only match a subset of these aspirations. You can [message me on LinkedIn](#).

### Engineering-First Culture

You have a strong engineering-first culture. You treat developer productivity as a high priority. Builds are fast, tests pass consistently, and finished code releases to production within a day. Your tech debt is purposeful and strategic.

You value developer sustainability at all levels. You hire deliberately to maintain company culture. You build stable teams that develop strong working relationships. You promote work-life balance with reasonable working hours and flexible breaks. Your on-call process respects engineers' time by being high signal-to-noise, or even better, not necessary.

You have a high-trust culture. You value in-person interactions. Your business has between ~10 and ~1000 employees.

### Career Growth for Mid-level Engineers

Your culture values learning and teaching. The typical engineer has read several books on software engineering. Tech talks and mentorship are intrinsically valued.

You have a strong presence in the Boston area and your team members plan on staying in the area long-term.

You have career opportunities for a mid-level engineer aiming to someday become a software architect and mentor, like working directly with such people or leading small teams of new grads.

### Building Great Products

You work directly with users, or are the user yourself. You create value that users directly benefit from and willingly pay for. Teams own problems and execute independently.

Your codebase primarily consists of proven, reliable technology, such as Python, Postgres, TypeScript, and React. Innovative technologies are used intentionally and only when needed. Engineers have room to experiment with personal tooling, such as having access to API keys for AI and LLM services.