Hi, I'm Peter, a software engineer 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 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 have a high-trust, high-autonomy culture. Teams own problems and execute independently.

You value efficiency and 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.

Career Growth

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

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

Building Products

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

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.

Logistics and $$$

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

Your business has between 10 and 1000 employees.

Your compensation strategy favors cash over equity.