# Welcome to Rubik

## Rubik’s Mission

We began Rubik because we have a passion for solving data-oriented problems. However, we also understand that data is people-centric. In the fast paced technological world, businesses all too easily forget that technology has been created by human beings for other human beings. As such, Rubik has a twofold mission:

* Help transform our client enterprises by providing widespread access to the data needed throughout their entire organization where stakeholders can quickly and easily extract actionable insights.
* Construct a people-centric team who possess a combination of both hard and soft skills along with our core principles: humbleness, transparency, accountability, and empathy.

Whether you're a Rubik engineer or part of the non-engineering side of our team, everyone will be able to speak with our clients to help solve their problems. Although we are a tech company, we place people first.

## Working with the Rubik Team

The Rubik culture maintains four primary values: humbleness, empathy, transparency, and accountability. We never lose sight of the fact that improving the lives of our fellow humans is the ultimate goal of all technology.

**Humbleness**

It’s clear that the world is fueled by Ego. Indeed, even the simplest interactions begin with referencing “I”, whether consciously or unconsciously. A healthy Ego materializes when a balance is struck between the self and the other. For harmonious collaboration within the Rubik team context, being humble is an indispensable quality which starts from the top. We will absolutely celebrate the team’s successes and reward hard work. But, we will also model a humble approach that is devoid of arrogance brought about by Ego inflation. We place more importance on creating a non toxic culture than focussing on just the bottom line.

**Empathy**

Empathy is an essential human trait that increases social bonding. To be human-centric means to put yourself in the other’s shoes and make room for understanding their emotions and overall point of view. Every Rubik team member has a unique contribution to a collective end result that will ultimately benefit both the entire team and our clients. Whether you’re an engineer or in a non-engineering role, active empathy is a fundamental quality for Rubik employees which includes making sure that we listen carefully to understand our customers and our teammates, see what their pain points are, and put ourselves in their shoes to help them or solve their problems.

**Transparency**

All too often, companies of all sizes, trend towards the principle of “it’s good for thee, but not for me.” With regard to transparency, this translates into the executives setting and monitoring the objectives and expected key results (OKRs) of the employees, but not the other way around! We believe this way of handling our team members is contrary to creating a collaborative environment.

We will have company wide OKRs that are shared with all employees. There is no reason to hide these and this also ensures that everyone in the company can see what everyone else is accountable for (from the CEO down) and how their individual goals align with the overall company goals. We will also have monthly all-hands meetings to discuss the state of the company in an open fashion. In addition to this, we will have an open door policy where anyone in the company can ping either Srujan or Animesh regarding anything they would like to speak about.

**Accountability**

Accountability is interconnected with transparency. Whether at the individual, team or company level, all of our team members exhibit an acceptance of responsibility for their actions. At an operational level, this includes taking ownership of the agreed upon duties and tasks. Teamwork is an interdependent process and we understand that no one is perfect -- errors happen! But, in order for us to stay on course and resolve those errors, or any other issues that may arise, accountability is essential.

***Rubik is looking for...***

When you join the Rubik team, you’ll discover a network of co-workers and mentors who are collaborators. Everyone on our team has a unique contribution to make as we work together to craft an individualized approach for our customer solutions. We are looking for engineers and non-engineers who thoroughly enjoy solving data-oriented problems. You will be helping to build and teach our customers about the infrastructure that powers the data platform of the future.

In terms of our customer base, Rubik is off to a great start! One of the world’s leading retailers chose us to transform their data strategy. We have been cash-flow positive from day one. Rubik offers a considerable mission and an even bigger opportunity: to be the brains behind data-driven and AI-powered enterprises of the future (think Google for data products). We’d love your help.

***You are…***

* Committed to your work and looking for a fun work environment.
* Someone who doesn’t back down from a problem.
* Seeking a company that honors a healthy work-life balance.
* A candidate who has experience in machine learning, natural language processing (NLP), and building as well as scaling data infrastructure.
* A non-tech person (aka data interpreter) who is enthralled by all things data and helping enterprises to transform those data points into actionable insights for the entire organization.

***We offer…***

* A laid back but still totally focused team who is constantly striving to innovate world class data products.
* Interesting and challenging projects where you’ll be supported in your risk taking for finding optimal solutions.
* Competitive salary, 401(k)
* Health benefits, dental, vision
* Generous PTO and holidays (we can’t overemphasize the importance of a healthy work-life balance)