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Memo

TAKE CONTROL OF YOUR CAREER.

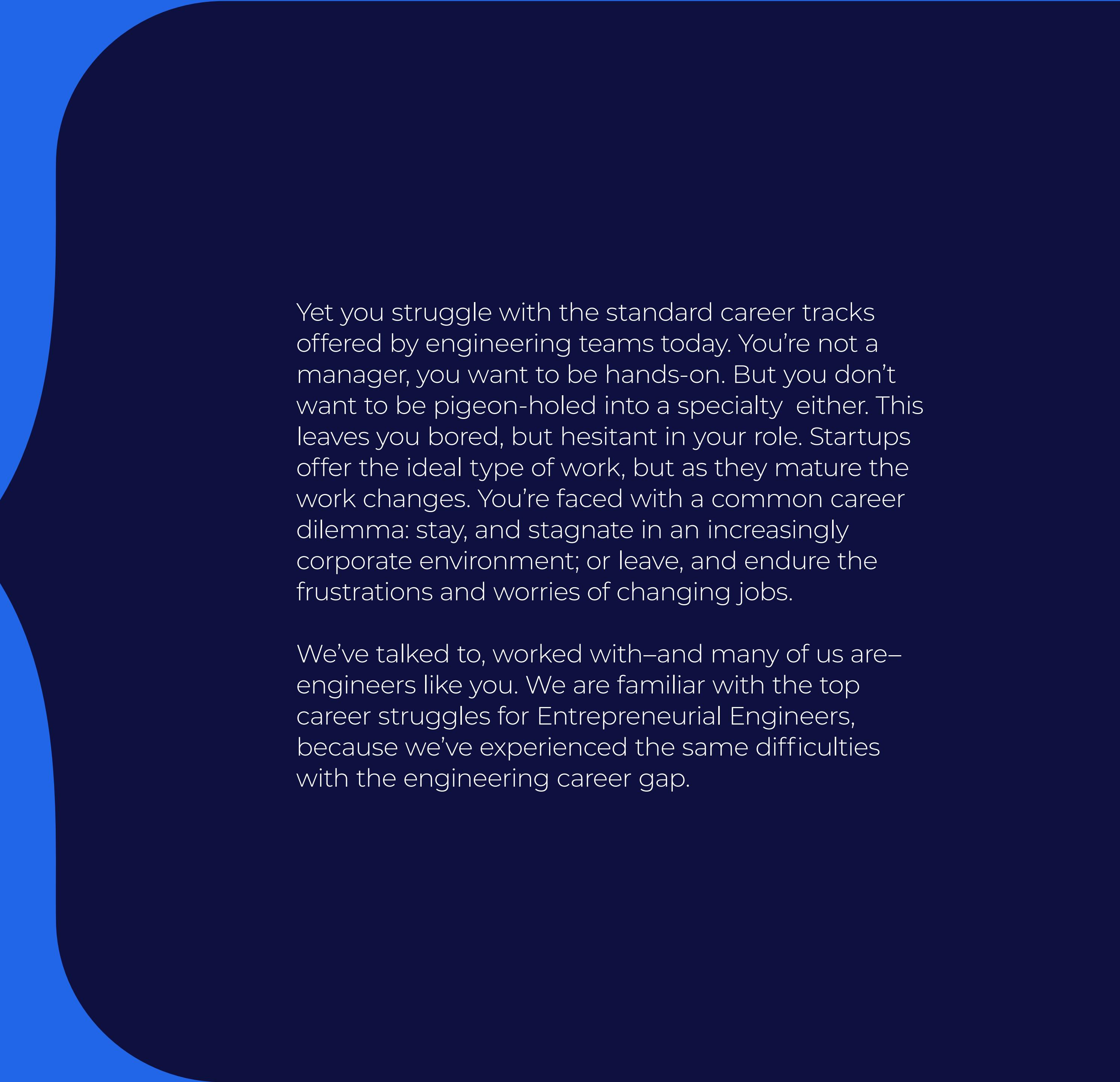
Pursue your
passion.



The engineering career gap

Experienced, entrepreneurial engineers are unique on the career spectrum. You're a swiss army knife of talents and you thrive on tackling a variety of challenging problems, from building products for new industries to scaling large complex systems.





YOU'RE **Lean**

YOU'RE **Agile**

YOU'RE AN **Entrepreneur**

Yet you struggle with the standard career tracks offered by engineering teams today. You're not a manager, you want to be hands-on. But you don't want to be pigeon-holed into a specialty either. This leaves you bored, but hesitant in your role. Startups offer the ideal type of work, but as they mature the work changes. You're faced with a common career dilemma: stay, and stagnate in an increasingly corporate environment; or leave, and endure the frustrations and worries of changing jobs.

We've talked to, worked with—and many of us are—engineers like you. We are familiar with the top career struggles for Entrepreneurial Engineers, because we've experienced the same difficulties with the engineering career gap.

The friction to switch companies

It's hard to find a mission-driven company that is not only aligned with your passions, but has the right company culture. Many are small, and under the radar. Plus, you have limited access to the startup world because you'd rather spend time working on projects you're passionate about than networking at conferences..

In the event that you do have a few startups in mind, picking a winner is hard (and a bit of a gamble). There are no promises that any one startup will succeed, and if the one you choose doesn't make it, you're back in the same position, searching for a new one. Plus, it takes anywhere between 10 and 20 interviews to land the right role, and who has the time for that?.

Finally, if you do choose a company, and realize a few months in that it isn't the right fit (which happens), there's a new dilemma of whether to quit, and have to justify the short stint on your resume, or stay to log the time but knowing it's a losing battle.



There are financial risks in changing roles

The thing about startups is, while they offer amazing opportunities, they don't have a lot of money, which means that in addition to the friction to switch, you may be taking a large pay cut.

The once alluring promise of equity to offset the risk of an early startup (and lower pay) is no longer as enticing as it once was. You have bills to pay and you're well aware that a future payout is not guaranteed. Only a precious few startups really cash out significantly, and your likelihood of working at more than three or four in your career is low, meaning your portfolio is limited.

Inflexible work environments

Suppose that you decide to hedge your bets and join a large corporation with a promising innovation arm. You won't have the risk of a startup, and working for a large corporation means more stability and higher pay cheques. However, large orgs move slowly, with little incentive to move quickly, and often have bureaucratic work environments that can be stifling, requiring you to be in the office, at your desk, from 9am to 5pm, Monday to Friday. What's worse, is we often hear that engineers don't feel fully utilized in these enterprises, with only a fraction of their potential being tapped into.

Wouldn't it be nice to be in control for once?

The time for a new engineering path is now

The good news is, the number of startups to choose from is increasing, with exciting new opportunities in new industries emerging all the time. And what's better? They're starving for entrepreneurial engineering talents like yourself! Capital for startups has improved significantly over the past 20 years with smart money coming from angels and VCs, whereas access to software talent, particularly for early-stage ventures, has been increasingly difficult for them. As you're probably acutely aware, it sometimes takes months for engineers and startups to find each other, if at all. The missing piece for both sides of this equation the vehicle for engineers to gain exposure to interesting startups.

At Commit, we're striving to significantly increase the market efficiency between startups and talent. Ultimately, we believe tech innovation will greatly benefit from a highly liquid and efficient talent market, where startups have access to high-quality talent instantly at affordable cost, and engineers have access to work on projects they are passionate about with startups they would conceivably want to join.



Commit's solution: We want to put you in control of your career, to connect your passion with the work you love.

Commit was founded in 2018 with a simple premise: to design meaningful work opportunities for a group of entrepreneurial engineers. The idea was to keep together an existing team of engineers who had just exited a startup. Knowing the risks and frictions each would face in searching for new roles, the founders of Commit wanted to find new ways to keep this group of like-minded, mission driven engineers thriving until their next big win.



You see, Commit was never designed to be a job. Unlike traditional companies or agencies, people and talent have always been the sole focus. We aim to provide meaningful, interest-aligned work opportunities. We are building a community of experienced, Entrepreneurial Engineers that will build on your career experience.

WE DO THIS IN THREE WAYS



A community of like-minded engineers

It's extremely important to us at Commit that we cultivate a community of passionate, curious and mission-driven people to enhance the collective experience. Not just for the time you spend at Commit, but for your whole career.

The engineers in the Commit community come from top companies and some of the fastest growing startups, and like you, they're interested to learn, grow, and explore new opportunities in the startup space. By partnering with Commit, you'll become a part of a deeper network, giving you the opportunity to learn from their experience, mentor others based on your own expertise, and maybe even find someone who you'll start your own business with.



Multiple career transition strategies

We know that as an entrepreneurial engineer, your happy place is at a startup where you can take on a multitude of different challenges while helping get a company off the ground. The career experience at Commit is designed to support and augment the type of work you love, and provide jumping-off points for your to take on your next step.

Commit offers multiple different ways to work, all with transition points when you're ready to move on.

These include:

Startup projects

Partner with hot startups in need of talented engineers to solve any number of their development challenges. You may find your next gig while you're at it!

Venture Studio projects

Commit will invest in several of its own ideas, funded by VCs, and you'll have the opportunity to work on those that align with your interests or areas of growth.

Commit software projects

We'll need to build some of our own IP, open source, or automate some of the work we do to make the team more efficient. Take a spin at making Commit better.

Space to work on your own startup idea

Have an idea that you want to spend some time on while you work on other projects? No problem, we will allot for specific time to dedicate to your own startup while you're with Commit.

The Venture Talent™ model

Commit's Venture Talent™ model offers you a new career path and experience, built by entrepreneurial engineers for the entrepreneurial engineers. Working with Commit is not a job, it's a partnership that allows you to actively pursue your next home run while maintaining stability and growth in your career. You invest your time and effort on challenging projects that align with your passion, while gaining exposure to multiple startups and opportunities to take the next step in your career with the lowest possible friction (goodbye arduous interviews!).

We see Commit as a way to pave a new career path for the future of entrepreneurial engineers, so we're set up as a hub-and-spoke model that combines both remote working flexibility and a centralized space for the team to meet regularly across geographical areas. The focus of the projects in our portfolio is on early stage, promising tech startups.



How we'll do it, together

1

First and foremost, you are Commit's customer. Our main goal is to serve you, we design the career experience to connect your work with your passion.

2

Second, you're also a Commit partner with benefits such as ownership and autonomy.

3

You're a member of the Commit community, providing you with a network to learn from and share with.

4

You are employed by Commit so you have job security.

Commit partner lifecycle



Partner with Commit

We've said it before and we'll say it again: Commit is not a job. It's an experience. When you join Commit you do so as an Engineering Partner (EP), which gives you agency over the work you're doing, and where you do it. We act in the best interest of our EPs, which is why each EP has equity ownership in the diverse portfolio of startups that Commit works with, revenue share and more.

The unique hub-and-spoke model of Commit allows you to work remotely, while maintaining a central community for you to tap into and work with at any time. This gives you the opportunity to contribute, learn and explore, while retaining equity in the diverse portfolio of companies we work with. Through the Commit community, you'll have access to career learning and development, new industries, and mentorship to help broaden your technical skillset. All while enjoying the stability of full-time employment with the flexibility of remote work.





Refocus career mission and passion

Work on your passion, not on your pay cheque. To ensure the optimal experience, Commit builds ‘flash card’ profiles to deeply profile your strengths, interests and passions, and use your flash card to match you with startup projects.

We know that you do your best work if you’re happy, and you’re happiest when you are in the driver’s seat with your work. Unlike a consulting agency model, that expects developers to churn out project after uninspiring project, or large corporations where you can find yourself isolated, we carefully vet the startups and projects that come in and give you direct client relationships so that you truly own the work. This, combined with the flexibility to work remotely, will help EPs maximize their creative output. To ensure EPs are looked after, Commit measures EP happiness on the basis of autonomy, mastery and purpose.

Elevate technical skills

We ensure that we maintain a high bar to entry, so that you can collaborate with and learn from the best. The best talent will also attract the best startups, giving you better opportunities to grow. And in turn you can rely on Commit as a solid brand on your resume.

Tech moves fast, so we also provide other ways to train you up on new skills and stay ahead of the curve:

Unstructured learning opportunities: Have you always wanted to learn devops? Why not tap into one of the highly experienced peers at Commit? We are a community of software professionals with different specialist skillsets that one another can learn from. We will also expose you to a variety of startup projects allowing you to learn new skillsets or domain knowledge.

Structured learning opportunities: Commit offers regular training programs, such as workshops, hackathons and more to help EPs accelerate growth in a group environment.



Areas of learning & development

- Technical skills such as Devops, AI/ML, Blockchain etc...
- Technical leadership/management skills
- Business skills such as communication, conflict resolution, influence and negotiation
- Startup skills to be a more effective engineer in the startup world, including Lean/Agile mindset, quality vs. speed, compromise, etc.



Explore startups, ideas and new industries

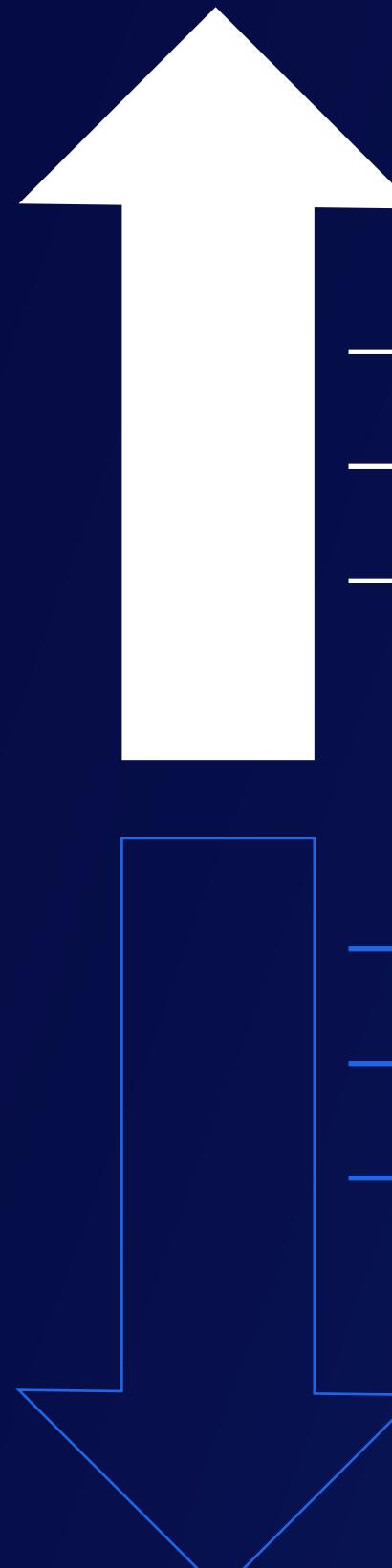
The startups you'll work with are all vetted by Commit. We are looking for the most challenging projects and exciting companies to work with, and you can expect to spend as little as three, or as many as 18 months on multiple startup projects matched by skillset and passion. Through partnership with Commit you'll have strong relationships within the startup community and access to a large engineering network. And, if the match is just right, you may find yourself joining a startup as a technical cofounder or an early employee.

Transition to a new venture

The startups you'll work with are all vetted by Commit. We are looking for the most challenging projects and exciting companies to work with, and you can expect to spend as little as three, or as many as 18 months on multiple startup projects matched by skillset and passion. Through partnership with Commit you'll have strong relationships within the startup community and access to a large engineering network. And, if the match is just right, you may find yourself joining a startup as a technical cofounder or an early employee.

Come back to Commit

We expect that you'll have multiple cycles with us, and remain a life-long partner. The idea is that you'll join Commit, recharge and elevate your skills, explore different opportunities until you find the right one, and then repeat the process over again once you're ready to leave. We'll be there as a buffer throughout your career.



- **PASSION**
- **EXCITING PROJECTS**
- **PASSION**

- **REDUCE RESOURCES**
- **REDUCE TIME**
- **REDUCE FINANCIAL RISK**

Venture Talent™

What VCs have done for funding, we're doing for engineering talent.

The Venture Talent™ model is one that Commit has established for engineers like you who need a place to land in between startups. It's similar in some ways to the Venture Capital model, which has been established by angel investors and de-risks the flow of capital for entrepreneurs; similarly, Commit pools talent so that we can reduce the time, resources and financial risk you have to spend finding your next startup by partnering with us to work on exciting projects that fit with your passion.

Being an EP at Commit has the advantage of a viral network effect, giving you valuable access to the Venture model. This means you get a share of a diversified portfolio of equities Commit earns through its work with startups, internal ventures, and Commit itself. You no longer need to try to beat the 'startup success rate' odds by bouncing from startup to startup, because your ownership in Commit will have you covered. You can still look to invest your time in the next unicorn, while reducing the risk of missing out on other opportunities.

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