Steven Deobald

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Experience

Founder and CEO, Endatabas (2023-2024, Canada)

- *Product management, funding, pre-sales*
- Defined product UX, APIs, open source license
- Defined brand; conducted all marketing -endatabas.com
- Wrote all documentation, pitch decks, memos

Product Manager, XTDB (2020-2023, Remote)

- *Market research, product/project/engineering management, funding, legal*
- Researched and successfully pitched an open source, serverless business model
- Led branding, website, documentation, and social media -xtdb.com
- Managed packaging and distribution of software

Volunteer, Pariyatti (2019-present, Remote)

- *Open source project management, R&D, architecture, Rails/Clojure/Flutter development*
- Complete development of Rails backend (GitHub: [pariyatti/kosa2](https://github.com))
- Maintenance of Flutter mobile apps (GitHub: [pariyatti/mobile-app](https://github.com))
- Managing other volunteers across the project

Founder and CEO, Nilenso Software (2012-2018, India)

- *Marketing, sales, recruitment, product leadership, project management, mentorship*
- Championed worker-owned, co-operative model
- Wrote and open-sourced first international worker co-operative constitution in India
- Drafted and implemented menstrual leave policy
- Trained all staff in Clojure and functional programming on the JVM
- Built company to $1m ARR

Chief Product Officer, C42 Engineering (2011-2012, India)

- *Product management, mentorship, architecture*
- Designed and built rubymonk.com, including a self-sandboxing Ruby interpreter

Tech Lead, DRW Holdings (2008-2011, USA)

- *Systems architecture in C#, Java, JRuby, Clojure, and Rails*
- Helped champion re-architecture of entire trade and positions management platform
- Led development of reference data system, from start to finish, in JRuby

Tech Lead, ThoughtWorks (2005-2008, Canada / USA / UK / India)

- *Development in C#, Java, and Ruby; mentorship, architecture, analysis*
- Scoped and sold projects at inception
- Built and maintained systems through delivery

Senior Developer, Adxstudio (2004-2005, Canada)

- *CMS systems design and implementation in C# and .NET*

Education

B.Sc.Hons.Coop. in Computer Science, University of Regina (2005)

- Graduated with Honours in the Co-operative Education Program
- Participated in five work terms across government, private, and cooperative sectors
- Held Top Secret security clearance with Canadian government

Activities and Interests

- Vipassana meditation and research (I have taken multiple month-long courses.)
- Off-grid and sustainable construction, waste management (I started a forest-preservation society which owns a 20-acre forest lot with off-grid construction experiments on it.)
- Third wave open source
- Bicycling, running, swimming, yoga, skiing, kayaking, canoeing, backpacking, Kempo

Projects

Pariyatti Digital Library and Mobile App (ongoing open source, github.com/pariyatti)

Vipassana for Hackers (ongoing papers, vipassana-for-hackers.org)

Third Wave (Commercial) Open Source (2024 article, deobald.ca/essays)

Democracy at Work: The Case Study of Nilenso (2023 podcast, WorkWise)

Trucks, Tubes, and Truth (2022 article, deobald.ca/essays)

Blockchain Without the Crypto (2021 article, deobald.ca/essays)

The Strength of the Record (2021 article, deobald.ca/essays)

Ethical Software for Everyone (2019 article, deobald.ca/essays)

Transparency in Work (2017 talk, CreativeMornings)

Vipassana for Hackers (2016 talk, HasGeek TV)

Two Years Wiser: The Nilenso Experiment (2015 talk, The Fifth Elephant)

Clojure is my favourite Ruby (2012 talk, RubyConf India)