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Dear Gitlab team,

It may seem odd to see an application from someone with 20 years of experience. After nearly 4 years in the startup scene, I'm actively looking for work at a company that produces third wave open source, in a way where I can help that company maintain its sustainability. Gitlab is one of the first organizations to claim this title.

A bit about me. From 2012 to 2018, I started and built Nilenso Software, India's first worker-owned technology company. I grew it to ₹15 Crore ARR, left to travel for two years, then from 2020 to 2024, worked on XTDB and Endatabas — two immutable, time-traveling database products. While building Nilenso, I mentored our small team in Ruby and Clojure. Our team built and maintained large data-oriented backend and ML systems for companies like Staples and Gojek. We built a local-first syncing engine for the life-saving app at Simple.org. As Nilenso's founder, I'm proud of the part I played in building the teams that built those systems. I enjoy building teams just as much as I enjoy building tools.

Prior to starting Nilenso, I worked at ThoughtWorks and DRW from 2005 to 2011. I worked on some of the first Rails and JRuby projects in the commercial world. I was a tech lead for teams as large as 30 and as small as 2, teaching folks design, architecture, and continuous integration (in the original sense). I left high finance and moved to India. It's a long story I'm happy to share.

In a world of tech companies building throw-away AI chatbots and squeezing their customers due to ever-dwindling SaaS revenues, I want to do something that matters... and preferably something that will still matter in 50 years. I think Gitlab fits in that category.

I look forward to hearing from you.

All the best,



Steven Deobald