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Dear Coconut Team,

“One of the best workplaces in Canada” definitely holds a lot of appeal to someone like me, who is returning to Canada after 15 years of working in the US, UK, and India.

A bit about me. From 2012 to 2024, I started and built Nilenso Software (India’s first worker-owned technology company) and grew it to ₹15 Crore ARR before leaving to travel for two years, then worked as Product Manager of XTDB and CEO of Endatabas — two immutable, time-traveling database products. While building Nilenso, I mentored my staff on OOP in Ruby & Java and functional programming in Clojure. Our team built and maintained large data-oriented backend systems for companies like Staples and GoJek and non-profits like Simple.org.

Prior to starting Nilenso, I worked at ThoughtWorks and DRW from 2005 to 2011, where I took part in a lot of the pioneering work on agile practices and organizational transformation. I was a team lead and mentor for teams as large as 30 and as small as 2, teaching folks TDD, architecture, and continuous integration (in the original, literal sense). At DRW, I helped spearhead a complete rewrite of their Trade Capture and Positions Management platform, central to all positions data across all trading desks in the entire organization. Hundreds of thousands of lines of C# were reduced to 20,000 lines of Java and JRuby. Weekly crashes caused by a new ETF trading desk were completely eliminated. After this project, I lead the team which created a reference data service for the entire company’s instruments.

I enjoy building teams as much as I enjoy building systems.

I look forward to hearing from you.

All the best,



Steven Deobald