

Steven Deobald

+1 306-671-7179

steven@deobald.ca

October 8, 2024

Dear Alex and the Internet Archive Team,

While it may seem peculiar for someone with 20 years of experience to apply for the role of software engineer, I recently left the last company I started to look for an organization that's not only committed to a worthwhile mission — but with the longevity to back it up. It's hard to think of a better candidate than the Internet Archive. After a decade of starting my own companies, I also want to take a step back into a purely technical role.

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. While I realize that isn't an expectation of this position at the Internet Archive, I've found it to be useful even as an individual contributor. While I've never built production software in Python, I've built plenty of systems in Ruby and Java and feel I could pick it up quickly. The rest of your stack is intimately familiar to me.

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. That kind of importance is inherent in the work the Internet Archive does.

I look forward to hearing from you.

All the best,



Steven Deobald