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Dear Danny,

I have been in technology leadership roles for over 10 years. Starting with my time at ThoughtWorks and DRW Trading, I led and mentored teams of dozens of developers. When I left DRW, I moved to India and started Nilenso Software, an employee-owned software consultancy with a mission to work with clients building critical infrastructure products, whether for-profit like GoJek or non-profit like Simple.org. Throughout these roles, I would coordinate between clients/stakeholders and other project teams. Project inceptions required that I plan the overall project scope with clients and agree upon initial timelines and priorities based on that scope. For most of my time at Nilenso, I was responsible for relationships with our clients, from defining success (and, in particular, what “done” meant for any given task or project) to ensuring successful delivery. I am very comfortable leading, guiding, and mentoring teams so that they grow toward self-sufficiency. Nilenso’s continued existence is evidence that I have done this, even at the scale of an entire company.

For the past 5 years, I have been actively contributing to the Pariyatti open source digital library as a volunteer engineering/project manager. This work requires that I manage both Pariyatti’s paid staff and their interactions with a large team of volunteers who have varying involvement in the project. I’m also the Centre Manager for Atlantic Canada Vipassana Meditation, a non-profit based in Nova Scotia which provides completely free 10-Day meditation courses. This work is entirely comprised of volunteers and funded entirely by donations, which is a significant management challenge. Delivering on all these projects for non-profits has taught me to balance the interests of stakeholders with a wide range of desired involvement and outcomes. Each of these projects is a success.

While I was running Nilenso, we had a contract with MapBox. At the time, OpenStreetMap was well-established and an exceptional example of distributed and coordinated effort toward the common good. Around this time, I visited the Development Seed office in DC. DevSeed was a relatively new company and it had aspirations similar to mine for Nilenso: engage in productive, impactful work. DevSeed also had the missions of working in open data, open mapping, and open science in addition to Nilenso’s preference for building open source. Years on, I’m really in awe that DevSeed has maintained its trajectory and desire to build a better world. I would love to be a part of that mission.

I look forward to hearing from you about this or future roles.

All the best,



Steven Deobald