

# Steven Deobald

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## Experience

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

- *Product management, funding, pre-sales*
- Defined product UX, APIs, open source license
- Validated and prioritized architecture, reviewed all code
- Defined brand; conducted all marketing - [endatabas.com](http://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](http://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/pariyatti/kosa2))
- Maintenance of Flutter mobile apps (GitHub: [pariyatti/mobile-app](https://github.com/pariyatti/mobile-app))
- Prioritization of projects and tasks
- Managing staff and volunteers across the team

### 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 ₹15cr ARR

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

- *Product management, mentorship, architecture*
- Designed and built [rubymonk.com](http://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 (Acq. Microsoft) (2004-2005, Canada)

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

## Education

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### **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 public, private, and cooperative sectors
- Held Top Secret security clearance with Canadian government

## Activities and Interests

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- Vipassana meditation and research
- Off-grid and sustainable construction, waste management
- Third wave open source
- Bicycling, running, swimming, yoga, skiing, kayaking, canoeing, backpacking, Kempo

## Projects

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**Pariyatti Digital Library and Mobile App** (ongoing open source, [github.com/pariyatti](https://github.com/pariyatti))

**Vipassana for Hackers** (ongoing papers, [vipassana-for-hackers.org](https://vipassana-for-hackers.org))

**Third Wave (Commercial) Open Source** (2024 article, [deobald.ca/essays](https://deobald.ca/essays))

**Democracy at Work: The Case Study of Nilenso** (2023 podcast, [WorkWise](https://workwise.ca))

**Trucks, Tubes, and Truth** (2022 article, [deobald.ca/essays](https://deobald.ca/essays))

**Blockchain Without the Crypto** (2021 article, [deobald.ca/essays](https://deobald.ca/essays))

**The Strength of the Record** (2021 article, [deobald.ca/essays](https://deobald.ca/essays))

**Ethical Software for Everyone** (2019 article, [deobald.ca/essays](https://deobald.ca/essays))

**Transparency in Work** (2017 talk, [CreativeMornings](https://creativemornings.ca))

**Vipassana for Hackers** (2016 talk, [HasGeek TV](https://hasgeek.tv))

**Two Years Wiser: The Nilenso Experiment** (2015 talk, [The Fifth Elephant](https://the-fifth-elephant.com))

**Closure is my favourite Ruby** (2012 talk, [RubyConf India](https://rubyconf.org))