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Dear Figment Hiring Team,

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 inception 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. In recent years, I have been responsible for Engineering and Product Management on two immutable database products: XTDB and Endatabas. Both of these roles involved work with multiple cloud providers.

Throughout my time at Nilenso, XTDB, and Endatabas, any software development I was in charge of required in-depth DevOps work on AWS, GCP, and other clouds. I’ve also been actively deploying Pariyatti’s digital library (and open source project for a 501(c)3 non-profit) using Ansible on DigitalOcean and TerraForm on AWS. For 20 years in software, I’ve been a huge proponent of testing, automation, and clear documentation practices. While I worked at ThoughtWorks, I was involved in the earliest CI/CD efforts, both in terms of software and process, such as CruiseControl.NET and the work of Jez Humble (who was a colleague of mine at the time).

In a world which has moved beyond the Covid-era hype cycle surrounding cryptocurrencies and other (less practical) blockchain tech, Figment understands that blockchains aren’t going to disappear and there is still a market for pragmatic Web3 infrastructure. For my thoughts on the practicality of blockchains as immutable data stores, please see my XTDB article from 2021:

<https://www.xtdb.com/blog/blockchain-without-crypto>

After speaking with Kenz and Katie about their time at Figment, it sounds like a company with its bearings and a talented team. I’d love to be a part of that.

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

All the best,



Steven Deobald