

Short Term Career Goal	Long Term Career Goals
Engineering Leadership Staff, Principal Software Engineer Startup, Small, Growth-Phase	Engineering Executive CTO, VP of Eng, Founding Engineer

What I Love Doing	What I Hate Doing
<ul style="list-style-type: none"> • Specifying, scoping, & planning: I enjoy working with product and project management to clearly define scope and execution plans. • Writing quality code: I love focusing on the details, and ensuring that the software I write is well written, well tested, easily readable, and componentized/reusable. • Leading & mentoring: I love spending individual mentorship time with more junior engineers. • Learning from my seniors: I thrive when I grow under strong leadership • Taking ownership: I believe in the value of working with integrity. • Delivering value: If it doesn't deliver value, why are we wasting time on it? • Unit/Integration testing: I believe in validating my own assumptions and ensuring the accuracy of my work. • Building automation: Lack of automation leads to busywork. • React/Javascript/TypeScript/Nodejs: I enjoy working with all languages as appropriate, but I love these the most. • Working from home: I do my best work when I'm not burdened by the frustration and loss of time inherent in commuting. 	<ul style="list-style-type: none"> • Busywork: Work that produces little or no value, or will need to be repeated/replaced. • Commuting: Wasting valuable time and emotional energy sitting on freeways. • Wearing suits: I don't appreciate projections and trappings of "authority". • Attempting impossible timelines: I will ambitiously work to attempt to deliver impossible timelines, and burn myself out in the process. • Competing: I want to support and be supported by my peers, not compete with them. • Delivering in a waterfall model: I strive in environments where I can deliver consistent, incremental value on an ongoing basis.

Must Have	Must Not
<ol style="list-style-type: none"> 1. A culture of empathy and support 2. A culture of quality 3. A strong vision and plan 4. Trustworthy leadership 5. Strong communication 6. Equitable compensation structure 7. Diversity of staff 8. Demonstrated internal promotion 9. Focus on leadership over bosses 10. Clear roles and responsibilities 11. Recognizes employee contributions 12. Clear requirements 13. Achievable timelines 14. Clear vision statement 15. Strong benefits package 16. Competitive compensation package 17. Strong runway 18. Socially conscious mission 	<ol style="list-style-type: none"> 1. Prioritize speed over accuracy 2. Have a burnout culture 3. Tolerate bullies, unkindness 4. Prioritize profits over people 5. Prevent lateral growth 6. Expect code before defining scope <p>Red flags:</p> <ul style="list-style-type: none"> • Nepotism • High turnover • Recent layoffs • Cultural cheapness • Secretive terminations • Excessive executive compensation

Strengths:

- **Delivering** the product vision with **accuracy and quality**
- **Mentoring junior engineers** to strong mid and senior level
- **Building interfaces** that **delight users**
- **Asynchronous & Collaborative**: Getting my work done without needing to be managed
- **Adaptability**: Solving whatever challenges are put in front of me
- **Empathy**: Active consideration for users and team members
- **Integrity**: Commitment to following through on the things I've promised
- **Candor**: Being genuine and speaking truth, *especially* when it's uncomfortable

Weaknesses:

- **Sacrificing quality**
- Traditional/**conservative professionalism**
- **Getting bored** when I don't feel challenged
- **Burning out** under extended periods of pressure
- **Dealing with bullies** or otherwise unempathetic people
- **Communicating business value to non-technical stakeholders**

Candidate Market Fit

Experienced and dynamic Javascript/TypeScript Engineer seeking remote Staff/Principal opportunities for quality-focused engineering and empathetic leadership in a people-first startup environment.