In order to be transparent and better align our goals throughout the recruitment process, I have outlined a set of expectations for employment that are quite reasonable for 12+ years in the Software Development Industry.

Currently, I am only interested in:

Direct hire permanent positions ideally starting at a Managerial or Lead level.

100% remote opportunities are at the front of the line. All salary, compensation, and other benefits are under the assumption this is true. Salaries would be based out of the closest Major Metropolitan Area of my choice if relocation is necessary.

Base pay starting at $160,000 annually. This does not necessarily include equity, benefits, or any other compensation from the company.

Unlimited Vacation/Sick leave.

All interviews, coding assessments, evaluations will be done during set scheduled interview hours with a representative of the company. Any take-home or longer assessments will be posted as example work onto my GitHub.

Overall, I find myself excited to be back in the market and exploring my future career opportunities. I have a detailed overview of my work history, an online version of my resume, code examples, and downloadable links on my personal website BenderCO.Github.io (https://benderco.github.io/). I have worked in the software industry for 12+ years 10+ of which is with web-enabled clients, ranging vastly in multinational conglomerates to start-up companies looking for Series A funding. The most important thing for me in a career is enjoying the people I work with and what I do. In addition, working at a company where a career path is transparent while also working with a modern technology stack is a must and I am looking to get more into management/leadership/staff engineering.

I have led teams ranging in sizes of 4 engineers/2 QA and 8 engineers/5 QA all spread across seniority levels/titles, regions and timezones, led multilingual teams, participated in 5+ greenfield startups from POC to MVP, always driving for production release. Leading a team through thick and thin in the trenches with them.

If this sounds like we might be on the same page, I am available for interviews/calls Monday - Friday. Please email me any questions and information on the opportunity and I can get back to you when available.

Michael Wester

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