

Help find the world's ambitious outsiders | Pioneer

4-5 minutes

Pioneer is a fully remote accelerator built in software.

We believe there are thousands (maybe millions!) of potentially great founders around the world who don't have the resources or opportunities to take the leap to start companies. We scour the Internet to find those people, bring them into our community of founders, help them incorporate, put them through a 2-month accelerator program, introduce them to experts in their field, and much more.

In less than 2 years since launching, we've funded 150+ founders from 40+ countries. Our Pioneers have gone on to raise from Y Combinator, General Catalyst, Village Global, and many more VCs & angels.

We're a [small team of 5](#) who are optimistic we can find brilliance in places the world has overlooked.



One of our weekly [Pioneer Meals](#), including both team members and Pioneers, in 7 countries.

our challenges

Pioneer isn't just an accelerator—it's a *generator*. We want to motivate people to become the best versions of themselves, to take their crazy ideas more seriously, and to make betting on themselves less daunting. If we do what we've set out to, we'll not just fund successful startups that might not have otherwise worked out—we'll fund ones that wouldn't have existed at all.

We're constantly asking ourselves:

- How do you reach ambitious outsiders who aren't in any mainstream communities?
- How do you motivate people to take the leap to work on their own projects, and keep making progress?
- How do you correctly identify impressive progress at scale?
- What can we do to make our Pioneers as successful as possible?

If these problems sound interesting to you, reach out: jobs@pioneer.app.

Working at Pioneer

We value autonomy over consensus, speed over correctness, and being different & experimental. If given the choice between a known good and a project that has a small chance of being wildly successful, we'll pick the latter. We're data-driven on our high-level numbers, but trust our instincts. We care more about output than setting rules.





The last Pioneer Summit, when we flew 25 Pioneers to San Francisco, and a recent park hangout. We're building a city on the Internet—but it's tough to completely replace in-person bonding!

Roles

Software Engineer

In the short term many of our technical challenges are equal parts computer science and psychology. How do you build a product that can identify talent? How do you then motivate people to become the

best version of themselves? If you were building the Harvard campus, but entirely online, could you make it work?

It requires great intuition and solid engineering. We're built on Ruby on Rails and Javascript.

You might be a fit if:

- You have experience building websites or apps end-to-end. If you don't have corporate experience, we'll be looking to see some other form of work (for example, lots of Github projects).
- You can build products end-to-end and manage your own schedule.
- You have good instincts around what makes a compelling user experience.
- You excel in analytics and problem solving.
- Bonus: you have experience in data science or machine learning.

These aren't hard requirements, but just the flavor of what we're looking for. Email jobs+eng@pioneer.app with your resume and a short description of why you want to work at Pioneer.

Growth

We've funded over 150 Pioneers from applicants in 150 countries. What would it take to find the next 1,000 Pioneers? How would you grow the Pioneer Tournament to 100,000 players? How would you reach brilliant founders scattered around the globe?

If you like hard problems, are analytical, and are an amazing teammate, we want to talk to you.

You might be a fit if:

- You enjoy doing whatever it takes to execute on complex projects.
- You have a knack for working well with a wide range of people.
- You have experience in growth, with a track record of driving up a number.
- You have a process-oriented mindset and ability to execute.
- You excel in analytics and problem solving.

These aren't hard requirements, but just the flavor of what we're looking for. Email jobs+growth@pioneer.app with your resume and a short description of why you want to work at Pioneer.