

Career Manifesto - what I'm looking for

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Career Objectives

role i am seeking

Senior / Staff / Lead Software Engineer or Software Engineering Manager

- full time, part time, direct hire, contract, or contract-to-hire
- looking for good technical team members to work with in order to deliver high quality software features and systems in a variety of technologies
- opportunities to help engineers level up and grow in their careers

desired outcomes

Primary 1: seeking a culture that is supportive of learning, sharing knowledge, skills, product info, and discussions to promote mutual and systemic growth in ability to deliver the product

Primary 2: seeking a culture that promotes the idea that people can bring however much of themselves to what they do without feeling squashed, marginalized, or abused.

- Along with this, the company actively reaches out to the employees and communities within which it exists to proactively ensure no harm comes to the most vulnerable and all people can see representation across the business.
- The company is concerned more with quality, sustainability, managed experimentation, with a focus on operationalizing, reliability, scalability, and extensibility, rather than just being a feature factory or a flypaper app.

constraints

I must be fully remote, with no expectation of ever coming into the office.

- This requires the support of management and coworkers to ensure I'm included in meetings and information exchanged

Characteristics:

- a small company, under 500, or an engineering department in a larger company
- at least on the IPO track, funded sufficiently, plenty of runway; profitability a huge plus
- a company that already knows what it's business and value proposition are
- digital/remote first, asynchronous collaboration preferred
- no C#/.NET, Java, or PHP, please

salary

- \$150-\$200,000 base annual
- not seeking equity especially, more seeking stability