Goals for Next Job

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## **role i am seeking**

Senior / Staff Software Engineer

* full time direct hire
* not a leadership role, but senior individual contributor
* I love helping people level up

## **desired outcomes**

**Primary:** 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

**Secondary:** a company that promotes the idea that people can bring their whole selves to everything 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.

**Secondary:** a company concerned more with quality, sustainability, managed experimentation, with a focus on operationalizing, reliability, scalability, and extensibility, rather than just a feature factory or a total 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

## **salary**

* $150-$170,000 base annual
* not seeking equity