

GitStart Careers

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Change Lives

Our mission is to give everyone a chance to change their life with code, no matter where they're from. We let promising engineers get real-world experience by working on our client apps, which allows our clients to turn more of their ideas into reality. And it's working:

- Our alumni got into Amazon, Facebook, and Google, and star developers include Afghan women who lost their right to learn and work with the Taliban.
- Our clients have built entire apps and tackled daunting tech debt with help from GitStart alone.

More about the story here.



Some members of GitStart Community's Nigerian chapter

Work on hard problems

GitStart.com automatically manages AI models and developers across the globe. Engineering teams assign tickets and get back ready to merge PRs. This requires rebuilding the entire engineering stack end-to-end, with pieces like:

- AI-first SDLC - split the software development life-cycle in steps where specialized AI models can generate code and loop in humans to make sure errors don't propagate. More here.
- Ticket writing LLM - load context from the codebase and past tickets to write engineering ready tickets
- GitSlice - securely share subsets of a codebase

Backed by the world's best

We are supported by the best investors in our field, Neo, YC, Bonfire VC, and the world's best engineering leaders:

- Microsoft CTO Kevin Scott
- Google VP Parisa Tabriz
- Code.org CEO Hadi Partovi

- Instagram VP Maria Zhang
- Director of Google Bard Jack Krawczyk
- Circle CTO Li Fan
- Airbnb founder Nate Blecharczyk
- Uber CEO Dara Khosrowshahi
- Quora CEO Adam D'Angelo
- Andela founder Iyinoluwa Aboyeji
- Gigster founder Debo Olaosebikan
- Replit CEO Amjad Masad
- Former Meta CTO Mike Schroepfer
- And more

Join an amazing team

Team includes:

🔥 >50% former founders, many of mission driven organizations like mPharma (Africa's best health tech startup, 1k people $100m raised) and CodePhenix (Europe's largest coding bootcamp for inmates)

👨‍⚕️ Patents holders

🧠 A national math olympiad winner and former Typescript team member

🌍 ~16 nationalities for ~19 people

🤫 And more: a published poet, a sailing world champion, a cricket team coach, two musicians drawing hundreds for concerts, etc.

Also, the number one thing newcomers notice is that people are truly kind 😇. More on this when we meet!



You're right, we need a picture with the new logo!

Our Values

Our default is to **Trust** people

- We give production access to engineers on day 1.
- We gave a hackweeker full access to our bank accounts in order to run payroll.

We **Care** for each other

- Every teammate who went through the 3 weeks Hong Kong mandatory quarantine got at least 2 care packages hand delivered by teammates.
- Noticing that one of our teammates was stressed, our COO insisted on taking a walk together, getting ice cream, connecting them with his therapist, and taking over their work.

We value **Extreme Ownership**

- When the Taliban retook Afghanistan, millions of women lost access to great careers. A teammate took ownership of contacting local NGO CodeToInspire to set up a hiring funnel and get Afghan women into GitStart.
- Our intern thought the engineering team could be run better. He proposed to manage a whole sprint. We of course let him, and he nailed it. We still run stand-ups his way.

We act with **Positive Intent**

We don't have ego/political games because we always (rightfully) assume positive intent from teammates.

- During fundraising, CEO was swamped. COO stepped in without asking. It could look like he wanted exposure to investors and taking credit for fundraising. Instead, CEO woke up to mailbox full of emails in his name, ready to be sent.

We are **Scrappy** and we optimize for speed

- We follow the "80-20" and "Release early, release often, and listen to your customers" principles
- This absolutely stunning webpage is a good example 😉.

Perks and Benefits

Non-standard stuff

⚖️ **10 years options exercise windows** — most startups employees never exercise their hard-earned equity options because the standard clause forces them to buy it within 3 months of departure. We care so much about equity that on top of giving offers way above market, we switched to a new legal documents software solely because the old one didn't support changing the default "3 months" to "10 years".

🛂 **We'll sponsor your visa** — to wherever you want. We already support a long list of countries. If your dream country isn't on the list, we'll go the extra mile to make it happen.

👋 **"We got your back" budget** — If you need daycare for your kids, new glasses, or a taxi ride, we got your back. Even if it doesn't fall into a predefined "perk and benefit" category.

🌱 **Growing you plan** — we'll help you build your growth plan and support you with all our resources. We'll intro you to people from Neo, YC, and our own networks, support you with budget to hire coaches and join communities, etc.

🌎 **We are a fully remote company** — We hire the best people in the world without restriction. Work wherever and in whichever timezone you want, and travel around the world to meet the team during quarterly onsites (pictures here).

Standard stuff

📈 Equity for everyone

🌎 Onsites

🏝️ Unlimited Paid Time Off

📞 Something missing? Tell us

🐣 Parental leave

🍽️. Meals with fellow GitStarters

👨🏻‍💻 Remote work budget

Finally, we offer competitive compensation and meaningful equity along with a chance to make a significant contribution to changing the lives of millions of engineers across the world.

Hackweek based recruiting

We are weird about hiring. We're skeptical of resumes and we don't trust interviews (we're happy to talk though!). Since nothing beats working together, we love inviting people for a hackweek (or hackweekend) - come hack on a problem with us and see if you like it!

It's compensated, of course. And fast: we typically extend offers within 3 working days, starting from the end of the hackweek.

Not sure whether this is for you? Read this candidate's feedback!

> See, I've been in the industry for quite a long time. And I had lots of interviews and interviewers throughout my career. Some were good, while some sucked big time; as usual. HOWEVER, and I'm not even exaggerating when I say this - interview experience with GitStart was not even ONE OF the best, but

> absolutely THE BEST I ever had in my 15 years career. Every person that I spoke to in the process was EXTREMELY charismatic, really eager to learn about myself and, what's more, it was absolutely obvious that they LOVED GitStart. I have NEVER EVER EVER seen anything even remotely like this. So how was the process? Amazing! I actually enjoyed it and was looking forward to more of it :D

→ Link to open roles