

Interested in being a PlateRate developer?

Company Missions

1. To create the ultimate dining experience.
2. To make hospitality companies as profitable as possible while providing win/win relationships between them and their customers.
3. **Social mission** - Spend 5-10% of revenue towards training people to learn a valuable skill set

Expectations

My company has openings for equity developers... This means you wouldn't be paid in cash, but you would earn equity in the company if you stick with us as we achieve milestones of the company. You could work as many hours as you want, and the more you contribute to the code base the more equity you would earn... I just ask that you spend a minimum of 5-15 hours/week working on the project over the long term. If you go on vacation or have a family emergency or anything like that you can take a break, but in general the expectation is a minimum of 5-15 hours/week. If you want to spend more time to build your skillset, contribute to the code base, and earn equity more quickly, you can.

Low cost countries can be cash compensated

We can compensate team members in low cost countries with a full cash-based salary, which will be commensurate with local salaries in the country of origin.

Merit-based cash bonuses

If you make significant code contributions in a short period of time, I pay out performance based cash bonuses. I recently had a developer working 40 hours/week for the company for 3-4 weeks who accomplished two major technical milestones and I paid him out a cash bonus for each one, enough to buy himself and his wife a nice dinner. Not nearly what he's going to earn in terms of equity, but it's my way of saying "thanks" for him putting in the effort to make big contributions.

Equity you will earn

Equity will be earned on an hourly basis vs. our most conservative estimate of the company's growth - So the more you work, the more equity you earn. If you're productive or go above and beyond you can get bonus equity for individual ideas. Your equity will be valued once we hit our year 2 revenue estimate or at year 2 if we haven't hit it yet. Current projections say it will be valued early. Some things about our equity that differs from other companies (ask a company if these things could ever come up):

1. You never have to buy our equity not knowing if its going to be worth money, this could result in you paying the company for equity that later becomes worthless
2. You never have to pay tax on equity to retain it before you can turn it into \$ - This could end up with you having to decline equity you earned since you can't afford the \$100,000 tax bill, so you miss great exit.
3. At PlateRate, if you earn equity, it will convert to cash and income, or it won't (It almost certainly will), but you have risk or obligation other than to stay involved in the project until the equity vests - Once it does you can convert it to cash anytime you want (Ask other companies if that's the case with them - Most require an exit for you to cash out your equity, we'll buy it back from you.

Our Tech Stack

Front end:

1. Gen 1 of our revenue generating product
 - a. JQuery
 - b. Bootstrap
 - c. EJS templates
 - d. Of course HTML/CSS
2. All new modules
 - a. React.js with a team-maintained and crowd-sourced component library
 - b. Of course HTML/CSS

Middleware/Back end:

1. Express
2. Node.js
3. MongoDB
4. Elastic Search
5. May be adding a graph based database like neo4j soon
6. Soon: API layer (now: Endpoints similar to an API layer)
7. Maybe GraphQL

Testing suite

1. webdriver.io

Why do we use this Tech Stack?

1. Ease of use (Javascript front/back end requires less context switching, react is much easier to learn than angular)
2. Scalability (node.js scales well, MongoDB scales well)
3. Coolness (everyone wants to learn node.js and react.js these days)
4. Efficiency (react native has the promise of major code sharing between web/iOS/android app... 40% between web and native apps, and 90% between iOS and Android apps... That's the direction we're moving in and I personally believe that's the future of native app development).
5. Adaptability (faster to adapt a noSQL database to new disparate datasets than a SQL database... we have a bunch of use cases where noSQL is better than SQL... We may wish we had transactions someday, but for now I'm happy with MongoDB)

How we work together

1. We communicate regularly through slack and by phone/text throughout the week as needed. Some people work during the weekdays, but most of us are most active on the nights and weekends.
2. We meet 3/week for 30 minute scrum meetings
3. We meet once every other week Saturdays (we may alternate with Sundays in the future), in person to work together as a team
 - a. We work 9/10am-5pm, I buy everyone lunch
 - b. At 5pm we order dinner (I buy), report out on our progress for the day
 - c. At 6pm, we have a small wine party (my treat) to celebrate our work for the day
4. Buying lunch/dinner/wine is my way of giving back to the team for working for equity

Junior developers have access to senior developers who know our tech stack, and can ask questions as needed to help develop their skills. Junior developers work collaboratively on a future product so they have time to help improve their skills without falling behind on high priority tasks... this gives them the space to learn the tech stack at their pace.

OK to do in parallel to a full time job

I do encourage you to look for a full time job until I can afford to hire people full time -- those who contribute the most to the code base will be the first ones that I hire full time, but I expect in

1-2 years I will be hiring a number of developers and salespeople full time. Once you've contributed to the code base, I'm happy to be a reference for you to help you get a full time job.

Company culture

Company culture is very important to me, please before you write me read the company culture, which is located here, and be sure it resonates with you. We take our culture very seriously and expect all team members to do their best to work according to these cultural values:

<https://docs.google.com/document/d/1bFrSDWhr-J9YYkfAaRK2pD3dCk00lc76wqAibvRuIDs/edit>

If this sounds of interest, send me an email at GarrettLang@gmail.com and ask me to send you the NDA/Noncompete in preparation for a developer position.

Know anyone who knows elastic search?

Elastic Search

I'm actively searching for someone who knows ElasticSearch... If you can refer me to someone who joins the team for at least 6 months with elastic search knowledge I will give you a several hundred dollar cash bonus.

Next Steps

If this works for you, send me an email with your resume including contact information and I can set up a phone interview with you. If that goes well, the next step is for me to send an NDA/Noncompete for you to sign. The next step after that is I explain what my company's competitive advantages are. If you're excited by what we're working on, the next step is to do a coding challenge -- which is basically a real piece of work on the product that needs to be built. Once you've contributed something meaningful to the product (I look for the coding challenge to be about 1-2 week's work), you will officially be on the team. While doing the coding challenge you're treated as a full team member, invited to all meetings and can get help from all other developers on the team.

You can reach me at garrett@platerate.com