

Thank you for your interest in Oxide!

At Oxide, we are taking a big swing: rethinking the definition of the server-side computer, combining the wisdom of hyperscaler systems with the energy of the open data center -- and delivering it as a product.

We are looking for people who share our mission.

Our most deeply held technical belief is in the integration of hardware and software: we believe that the best and most reliable infrastructure comes when hardware and software are designed to work with one another. We are looking for those who share this worldview and are excited to bring this truly original product to the market; advancing the state of computing in the process.

We are looking for people who like to solve hard problems.

At Oxide, our values are deeply important to us — so much so that we make them explicit and refer to them frequently:

Candor	Diversity	Optimism	Rigor	Transparency
Courage	Empathy	Resilience	Teamwork	Urgency
Curiosity	Humor	Responsibility	Thriftiness	Versatility

We are looking for people who share our values.

Our hiring process is a little different than most: we believe that the best basis for assessment of a person is not through their performance on an arbitrary oral exam, but rather through their own expression. That is, we choose to use interviews not to assess you as a stranger, but rather to more deeply understand the complete person who your work indicates you to be.

Before starting these materials, please familiarize yourself with the Oxide hiring process, both by reading [RFD 3](#) and by listening to our [Oxide and Friends episode with Gergely Orosz](#). Please make a copy of this document and for each section, please use the space provided, expanding into additional pages as necessary. When completed, please export this document as a PDF and submit it with your application.

Work samples

The measure of product assurance is the product itself – and the degree to which it meets customer requirements around features and quality. Please describe **at least two** products or projects that you worked on that you are proud of, or you feel are otherwise representative of you. If this work is entirely proprietary, please describe it as fully as you can, providing necessary context.

Work sample(s)

Writing samples

We have found that the team members that we like to work with tend to value the written word. What's an example of writing that you are proud of? This writing can take a variety of forms, e.g.:

- An email digest or executive summary
- A blog entry or other long-form post on a technical issue
- A technical architecture document, design document, process improvement training, onboarding document, etc.
- A summary of the plan of record including key dependencies

Please submit at least one writing sample (and no more than three) that you feel represents you, providing links if/as necessary.

Writing sample(s)

Exploratory samples

A significant challenge of product assurance is the sheer breadth and depth of technical detail. Often, understanding a product requires enough mastery of detail to facilitate meaningful conversations with both customers and engineers, serving as a bridge between constituencies with varying depths of domain expertise. This presents a challenge, as it means that those engaged in assuring the product are constantly having to navigate new technologies, learning how things work on their own. What's an example of something that you needed to explore, reverse engineer, decipher or otherwise figure out as part of a program or project and how did you do it? Please provide as much detail as you can recall.

Exploratory sample(s)

Analysis samples

What makes product assurance work interesting and fulfilling is going the extra mile to root cause issues, pinpoint their impact, identify possible workarounds, and sometimes work with the Support team to de-escalate customer incidents. Please provide **two** analysis samples that illustrate how you apply the above skills on product issues from some point in your career. If such work samples are not readily available (as it might not be if one's work has been strictly proprietary), please recount how your in-depth analysis or well-documented bug report contributed to its prioritization and/or resolution, including as much technical detail as you can recall.

Analysis sample(s)

Questionnaire

Please answer the following questions, using as much space as you need. All of these questions are important, but the final question is probably the most important one; take your time in answering it!

What work have you found most technically challenging in your career and why?

What work have you done that you were particularly proud of and why?

When have you been happiest in your professional career and why?

When have you been unhappiest in your professional career and why?

For one of Oxide's values, describe an example of how it was reflected in a particular body of your work.

For one of Oxide's values, describe an example of how it was violated in your organization or work.

For a pair of Oxide's values, describe a time in which the two values came into tension for you or your work, and how you resolved it.

Why do you want to work for Oxide? Why do you want to work in this role at Oxide?