## **Vice President of Engineering**

Remote – Full-Time | Equity-Based Compensation w/Rev Share

## **About Potluck, Inc.**

Potluck is a Nashville-based consumer social app that makes planning and organizing events, outings, and trips seamless. Our platform creates a private space for guests to share photos, stories, and stay connected — simplifying the coordination of life's most meaningful moments.

Our mission is to combat loneliness by encouraging more in-person gatherings with friends, family, and loved ones. Potluck isn't a recommendation engine or a way to meet new people.

Our users already have social lives—we exist to help them stay meaningful.

The Role

We're seeking a **Vice President of Engineering** to join Potluck during a pivotal stage of growth. This is a **hands-on, remote position** ideal for a strategic builder ready to drive our platform forward and lead our engineering team from the ground up.

### What You'll Do

- Lead **hands-on coding and development**, working closely with the Founder to make business-critical technical decisions.
- Develop and execute a **scalable engineering strategy** aligned with our growth and user-centric mission.
- Build and lead a **world-class engineering team**, hiring talent as the company scales.
- Shape the technical vision for a **revenue-first**, **user-prioritized product** in a fast-paced, iterative environment.

# Why This Role is Unique

- **Impactful and Challenging:** Join early in a high-growth, revenue-generating startup tackling an important social issue.
- User-Centric Product Development: Build a subscription-based platform focused on meaningful connections—not ad-driven models.

• **Flexibility to Innovate:** We prioritize iterative learning over rigid planning. You'll help determine what comes next.

### What This Role is NOT

- A corporate role with routine KPIs tied to lines of code.
- An idea-stage startup. Potluck is already in-market, generating revenue, and showing traction with a 4:1 LTV:CAC ratio and churn below 5%.
- A "give it away for free and sell ads" startup. We're focused on subscriptions, ensuring we prioritize users, not advertisers.

# Compensation

This role begins as **equity-only**, with an above-market equity offer reflecting the early-stage nature of the opportunity. **Revenue share** kicks in upon hitting certain near-term milestones. Full salary and benefits are expected following:

- Successful close of our Seed Round (targeted for 1H 2025), or
- Achievement of revenue milestones enabling self-sustained operations without further outside funding.

Potluck is designed to avoid the perpetual VC funding cycle, so success will always be measured on revenue growth.

# Who We're Looking For

You're passionate about solving the epidemic of loneliness through technology. You bring a mix of technical expertise, leadership, and entrepreneurial spirit to help Potluck continue its growth as the top new entrant in the market. This is more than just a job—it's a mission to build meaningful connections.

Ready to join the movement? Apply now and help shape the future of Potluck.

**Qualifications** 

- Engineering Management and Team Leadership skills
- Software Development expertise
- Project Management abilities
- Experience in Product Development

- Strong analytical and problem-solving skills
- Excellent communication and interpersonal skills
- Ability to collaborate effectively with cross-functional teams
- 3+ years experience and B.S. in engineering, Computer Science, or related field OR Bootcamp completion with specific experience as product lead for a B2C company

# Demonstrable Technical Skills in the following:

- Required:
  - Python
  - React
  - SOL
- Great to haves:
  - Flask
  - Postgres
  - Tailwind
  - Heroku
  - Twilio/Sendgrid

## Move to the front of the line:

- You host your own social events. (Birthdays, Friendsgivings, BBQs/Cookouts, Family events, etc.)
- You have experience working in hospitality and service, giving you a fundamental understanding of human nature. (Fast food, coffee shop, waiter/bartender, etc.)
- You live in the Southeast, the Central Time Zone, or best yet in Nashville.