

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 engineers who share our mission.

Our most deeply held engineering 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 technologists who share this worldview: hardware engineers with a sympathy for software and software engineers with an understanding of hardware. If it needs to be said, this isn't easy!

We are looking for engineers 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 engineers 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 ultimate measure of an engineer is our work. Please submit at least one work sample (and no more than three), providing links if/as necessary. This should be work that best reflects you as an engineer -- work that you are proud of or you feel is otherwise representative of who you aspire to be as an engineer. 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 engineers 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.:

- A block comment in source code
- A blog entry or other long-form post on a technical issue
- A technical architecture document, design document, specification, whitepaper or academic paper

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)

Analysis samples

A significant challenge of engineering is dealing with a system when it doesn't, in fact, work correctly. When systems misbehave, engineers must flip their disposition: instead of a creator of their own heaven and earth, they must become a scientist, attempting to reason about a foreign world. Please provide an analysis sample: a written analysis of system misbehavior from some point in your career. If such an analysis is not readily available (as it might not be if one's work has been strictly proprietary), please recount an incident in which you analyzed system misbehavior, including as much technical detail as you can recall.

Analysis sample(s)

Presentation samples

Especially as engineers become more senior, oral presentation of work becomes an important vehicle for communication. If you have given a technical presentation that is publicly available, please provide a link to the slides (and the video if available). Engineers are often also very self-conscious about their presentations, so don't worry about any imperfections — and don't be concerned if it's brief or informal! If you don't have a publicly available presentation, please describe a topic on which you have presented in the past.

Presentation 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?