Scripto Career Opening

Staff Software Engineer

We are a fast-paced, product-led, agile team looking for talented engineers to join us at the **Staff or Principal level** to help us get our product ready for 10x growth.

Our mission is to deliver the best collaborative editing experience for professional narrative writing. We are expanding our leadership in live television into other industries.

About us: https://www.scripto.live/about

Our product is a mission critical tool for AAA video game teams, TV shows, and as of Oct 202:, movie production. Our markets are under-automated and a script addressable with an API is going to transform the next generation of production across all entertainment industries.

Technology: We built our system using React and Typescript on the front end and NestJS and TypeScript on the back end, originally designed to provide a "Google Docs"-like real-time editing experience for TV scripts. We depend on the open source Operational Transform library ProseMirror, which we sponsor. We offer an API that allows that script to act as a sort of "Terraform" for the production team, instancing other assets and driving other tools used for production. We handle delta events from React components, pass these through sockets into TypeScript APIs, store the events and their effects in Postgres, enabling seamless collaboration across any number of writers.

Culture: We are a 10 person team and value caring about each other. We value radical candor, professionalism, and open hearted collaboration. Ability to “round-trip” communication is essential: “I just said something, what was the effect on the listeners?”. By caring about each other, we make work joyful.

Key Responsibilities:

- **Code a protocol-driven app:** we aren’t doing much “form POST”. We build a sockets-connected, Operational Transform protocol tool - think google docs. We code correctly: move slow to move fast.
- **Iterate and batch:** We ship weekly behind feature flags, test these with early adopters, and market whole usable solutions periodically. We are about to embark on an offline mode where scripts can be edited offline then re-merged.
- **Design for tradeoffs:** We all share the Technical Product Manager work. Generally, engineering interprets higher level goals and comes up with possible solutions balancing time to market with feature breadth and depth. Engineering has to communicate well when we advise engineering remediation or an investment in new architecture. We

rarely sacrifice quality as our app is mission critical for live television with millions of viewers.
- **End-to-End Engineering:** we are a small team. While individuals may specialize in front end or back end, we aren't separated and own all of the tech together. Most of our work is front end complex UX interaction and rendering.
- **Infrastructure as Code (IaC):** Helpful if you can participate in infrastructure development and optimization. We use Terraform for our cloud infrastructure, and you should be comfortable working with it. Insert meme where we throw our releases over the wall to Ops, and on the other side of the wall it is also us.
- **Communication and Collaboration:** Contribute to a positive and productive team culture by ensuring clear and effective communication and closing the loop on conversations and decisions. See "Culture" above.
- **Support:** We are our Ops, we are the NOC. We handle our own, very rare, incidents. We are good at it!

Strong Signals:

- **Staff or Principal level experience**: equivalent to 7+ years in a hands-on software engineering role
- **Front-End Expertise:** mastery of React and TypeScript and a deep understanding of complex front-end development. You have deep experience in more than website, esp front end interactive near real time collaborative tools.
- **Domain experience:** Experience with real-time collaboration tools or solving low latency distributed system challenges. Functional experience and understanding of persistent data structures.
- **Collaboration:** Strong communication skills and ability to work well in a small, agile team. "Team" here means the whole small company, and requires high EQ and ability to embrace and collaborate with non-technical people.
- **Detailed:** The work we do is very precise. In a world of AI slop, we aren't "move fast / break things". We take our commitment to our customers very seriously and run a more old-school engineering process, even as we maximize use of AI.
- **Positivity:** Every team member is responsible for some aspect of leadership. In a competitive market for knowledge work, leadership requires that people want to follow your lead. We seek talent that helps create a positive workspace even under stress. Do you "cool the room"? Do you inspire instead of scold? Are you beloved by your colleagues? Is it a great experience to work with you when you are stressed? Are you able to self-regulate and help others do the same?

Nice to Have:

- Experience with Prosemirror or other collaborative editing libraries.
- Familiarity with CRDT, OT or other similar protocols.
- Familiarity with our back end frameworks NestJS, Prisma - we aren't married to Nest but it is what we have at the moment.
- DevOps architecture skills and deep AWS mastery

- Experience in the entertainment industry will provide helpful intuitions about the product.
- Domain experience in real time collaboration tools, including architecture patterns of clients talking over sockets, lazy loading content into the viewport, maintaining visual alignment at cursor during redraw, pagination and text layout.
- Back end, foundational, and operational technologies, NodeJS, Prisma, Postgres, Terraform, AWS, Datadog, Stytch, SSO. Our CI/CD is formidable and we do not make changes in AWS console.

I'm Cort (cort@scripto.live), the hiring manager for this role. I'd be happy to answer any questions you may have and would be delighted to meet you