

plugins engineer

## about us

[TRMNL](#) is a small (9 person) bootstrapped team. we spent several months in stealth developing our first product, a 7.5" e-ink screen capable of displaying anything you want to see. soon we'll have 2 more products.

our mission is keeping remote workers and creators in flow. we think the first piece of that puzzle is putting useful (but not urgent) information in its place, figuratively and literally, with the TRMNL device.

we do this by connecting with other tools. from calendars to stock portfolios, local weather to bible verses, TRMNL extracts the most important bits of information and surfaces them without disturbing one's routine. whether working or relaxing, TRMNL is a companion that helps you stay focused.

## what's this job about?

we launched in July 2024 and built the first 50 native plugins by September. thousands of customers built another 8,000 custom plugins for themselves. with your help we'd like to:

- build dozens more native plugins to unlock our vision for people around the world
- maintain existing plugins
- support customers in real-time with their custom plugins

## stack

- Ruby 3.4, Rails 8.0.2, Sidekiq, Hatchbox, Digital Ocean, Hetzner, Postgres, Tailwind, ActiveAdmin

## requirements

- intermediate-senior Rubyist (most plugins are ~100 LOC and follow the [same conventions](#))
- decent at frontend (using [our own framework](#) + Tailwind)

## how we work

- everyone is remote, hack when you want
- dev standup 1x /week on Wednesday
- massive autonomy; PR reviews for major changes
- less is more

## values

- stay on mission: don't build stuff that distracts our customers' routines (ex: 5 o'clock news)
- ownership: thank users for their [bug] reports, be honest about timelines and feasibility
- lean: use inexpensive / OSS 3rd party dependencies, avoid scope creep and ship v1 quickly
- point of view: just because customers request it, doesn't mean it's right (ex: 1 min refresh rate)

## projects

1. customer support
  - a. ticketing via Intercom for live chat + help center articles
  - b. GitHub issues for internal reports and priorities
  - c. use macros and develop SOPs to resolve tickets quickly and efficiently
2. knock out our [plugins backlog](#). each one takes 3-6 hours pending:
  - a. complexity - OAuth2 vs simple form fields, and how many
  - b. style - all plugins require 4x frontend layouts, sometimes must extend our [Framework](#)
  - c. tests - aim for 100% integration coverage with RSpec + Webmock stubs
  - d. support - write a help article in the same format as others ([simple](#), [advanced](#))
2. plugin extensions
  - a. add more toggles, visual layouts, and fix edge cases on existing plugins
  - b. sometimes these are quick wins, sometimes they require deeper trace debugging

## **compensation**

contractor, 20-40 hours /week. each month we might sell 300 devices or > 1,000, so hourly or flat rate projects are preferred. equity is also on the table.

if project-based vs monthly retainer is better:

- \$60 /hour live support, up to 4 hours /day
- \$500 per plugin (est 3-6 hours each, \$70-100 /hour)

## **how to apply**

1. email [team@usetrmnl.com](mailto:team@usetrmnl.com) a bit about yourself, if you already have a TRMNL, if you've built any plugins, and sample projects or a GitHub profile
2. we'll do 1x video chat + paid trial projects with our favorite candidates
3. welcome to the team