

Please read this before your first call with us.

Feel free to bring questions and comments.

A brief (and incomplete) history of Very

- Very was founded in June 2011.
- During our first few years, we focused exclusively on providing software development services. We designed and developed custom software-only solutions. Our engineering team was mostly made up of software engineers and digital designers.
- In 2018, Very decided to pivot towards IoT product development so we had to become experts in many more disciplines: electrical, mechatronics, data science, and industrial design, to name a few.
- In late 2018, we started hiring across Latam to leverage the impressive talent pool in this region. (Up until then, we only hired US talent)
- We invest heavily in our Latam employees (Latamers), and we want them to stay for the long haul and grow with us personally and professionally.
- We provide Latamers with many growth opportunities, we help with continued education via an annual stipend, and we foster an environment of constant learning. Please see the job description for the full list of benefits.

A few things that make Very special

Specialized in commercial and industrial IoT solutions

- You'll work for a company at the forefront of one of the biggest technological revolutions of the next decades.

Ideal company size

- With just over 100 employees, Very is in the sweet spot in terms of company size. On one hand, it's big enough to provide stability and growth opportunities; on the other hand, the CEO will likely know you by name.

Focus on talent development

- Talent development is strategic for Very; investing in our employees will be key to our success.
- We provide employees with many growth opportunities, we provide a stipend for continued education. Please see the job description for a full list of our perks and benefits.

Our Values

Optimize for success

We do what it takes to create positive outcomes for our clients and our people. We are only satisfied when we win.

We invest in our people

We drive growth and expand capabilities through intentional investment in our people, processes and community.

Orient for the long-term

We work backward from our goals. Steer into hard decisions. And build for the future.

Solve with alignment and focus

We take the time to understand our clients' needs and surface the most important problems to solve. We tackle these complex, high-value challenges with skill, grit and agility.

Maintain a culture of trust

We work to maintain high-trust relationships characterized by honesty, transparency and meaningful collaboration.

Contract, Compensation & Benefits

Our roles in LatAm are offered as independent contractors for an indefinite term, requiring you to manage your tax and public social security contributions.

We're confident that our compensation and benefits package will ensure your satisfaction with your take-home pay each month.

If you're unsure how things work in your country with this type of contract, please email Sheryl Cespedes (sheryl@verypossible.com), our HR Guru, and she'll gladly help you!

Please consider that, although you would be hired as an independent contractor, Very prides itself on providing one of the most competitive compensation packages for Latin America-based contractors.

If you want to review the compensation package, visit the relevant job post that can be found on our [careers page](#).

Feel free to reach out with any questions.