



Convergence Labs

Convergence Labs is looking for its first employee (or contractor) to join the founding team. The right person could be anywhere in the world, but strong preference will be given to those in a North American time zone.

Company

The company is split into two parts:

- 1) [Convergence](#) is a Backend-as-a-Service designed to help developers built real-time co-editing functionality into their applications. It is in beta with a few customers using it in a pre-production capacity.
- 2) Convergence Labs provides custom consulting services around real-time collaboration. It builds one-off software solutions for clients on a contractual basis. These projects won't necessarily use Convergence but we try and land projects that would benefit from it as it provides a huge competitive advantage.

Founding Team

Convergence was founded by three software engineers with a combined 35+ years of professional development experience. Two of us are amongst the world's foremost experts in concurrency control algorithms. The team as a whole has deep expertise across the entire stack of web-based technologies, from javascript frameworks to systems architecture to database design. We have high standards for quality but are also pragmatic about shipping products and features.

Position

Our current contract is to build an MVP of a web-based multi-user flexible collaboration tool. It is a futuristic vision and could be a transformative piece of software. Convergence will power the real-time editing functionality.

It is an extremely ambitious project which we will need help building. At any time, you could be:

- Designing a plug-in architecture and API for “apps” within a Desktop. This API will be used later on to actually build one-off applications, initially by you, and eventually third-party developers
- Integrating a single-user open-source whiteboarding app with Convergence to make it real-time and multi-user
- Designing and implementing a signalling protocol for multi-peer WebRTC audio/video sessions
- Cranking out React containers and components based on wireframes
- Getting on a call with the product owner to discuss and shape product direction

Note that these are just examples of what the team will need to accomplish. If most of these get you excited, I'd love to talk to you. You will be working directly with me, Alec LaLonde, one of the company founders, for the lifespan of the contract.

At this point, just about everything is negotiable. 1099/W2, rate/salary, working from home, hours, equity, whatever. We don't care when or how work gets done so long as you get it done, quickly and competently. We can likely compensate at above-market rates, but high rates come with high expectations.

Technical Experience

For this position, you'll be primarily writing TypeScript, with heavy use of both [PhosphorJS](#) and React. Deep experience with typed languages is important. In the long term, we'd love to have you work on the Convergence product as well, which primarily utilizes TypeScript and Scala. Recent experience customizing Webpack builds will serve you well.

Culture

As a small company, our roles are quite fluid and flexible. We are a remote-first company, which requires a high level of trust and self-sufficiency across employees. As a meritocracy, exceptional contributions from any employee are rewarded exceptionally. Whoever can prove she can get a job done will be given the opportunity to do so again and the responsibility to *own* it.

Fit

This is a challenging project. You will need to be able to get up to speed quickly with the current architecture and integration APIs. This will require significant experience working with third-party APIs. Candidates will need to be able to thrive in an extremely dynamic work environment. You will be given a ridiculous amount of autonomy and thus responsibility. You will

be expected to ship concrete pieces of functionality every day. Remote work experience is important, but even more important is *clear and constant communication*. I will solicit criticism about my architectural choices and expect you to be able to back up your opinions with evidence.

For all these reasons, you should have at least five years professional experience building complex front-end-heavy web applications and confidently call yourself a senior engineer. If we are successful you will have played a major part in building a groundbreaking consumer-facing web application.

Applying

Please email alec@convergelabs.com with a resume or CV. If you're too cool to keep a resume up to date, you better be able to back it up with concrete recent examples of quality code solving challenging problems.