

Overview for Candidates

Doc version: [click here](#)

2024

Solve real problems for real businesses



Construction API + accounting automation



Founded Oct. '21; launched Jan. '22



San Francisco, in-person 5d/wk



10 employees

agaveapi.com/careers



150+ customers, 2k+ Contractors using integrations, 10m API calls/week



Seven-figures ARR; cash-flow positive; consistent 10%+ MoM growth



\$3M Seed (YC, Accel; leaders of Plaid, PlanGrid, Procore, Autodesk, more)



Visa support (TN, OPT, H1B Transfer)

What is Agave?

We're modernizing construction, a \$12T global industry run by siloed software built 20-40 years ago (on-prem, no APIs, no mobile access, etc.).

We connect these systems by building proprietary APIs and wrapping them in a modern UI for automating work.

Construction Software Companies use our API to integrate their apps with these systems.

Construction Companies use our UI to automate work, like keeping financial data in sync between field teams on jobsites and accounting teams in an office.

We save both time and money, making them more productive and profitable.



What's our opportunity?

Construction is one of the largest industries in the world. But it's been among the slowest to digitize and innovate.

A key reason is most contractors run their business using software built in the 1980s-90s: on-prem, siloed, no APIs, and hard to move from.

Our opportunity is to help hundreds of thousands of contractors connect their current systems to the new world of modern software, so they can save time, automate work, and enjoy conveniences like mobile access.



Team: Who's on the team? What are their roles?

We've built in-person since day 1, and will maintain an in-person culture in San Francisco going forward. We form tighter bonds, build a stronger culture, and move faster since we're all working from one location. We believe building in-person is a huge strategic advantage, and we hope you'll join us.



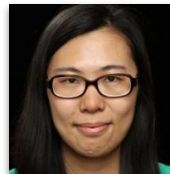
Tom Reno
Co-founder



John Zucchi
Co-founder



Pooria Azimi
Co-founder



Samantha Zhang
Co-founder



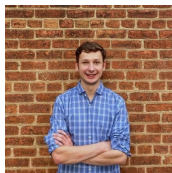
Austin Alameda
Founding Eng



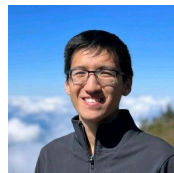
Sebastian Danson
Founding Eng



Liam Benson
Founding Eng



Ben Vandebosch
Founding PM



Raymond Lin
Founding Eng

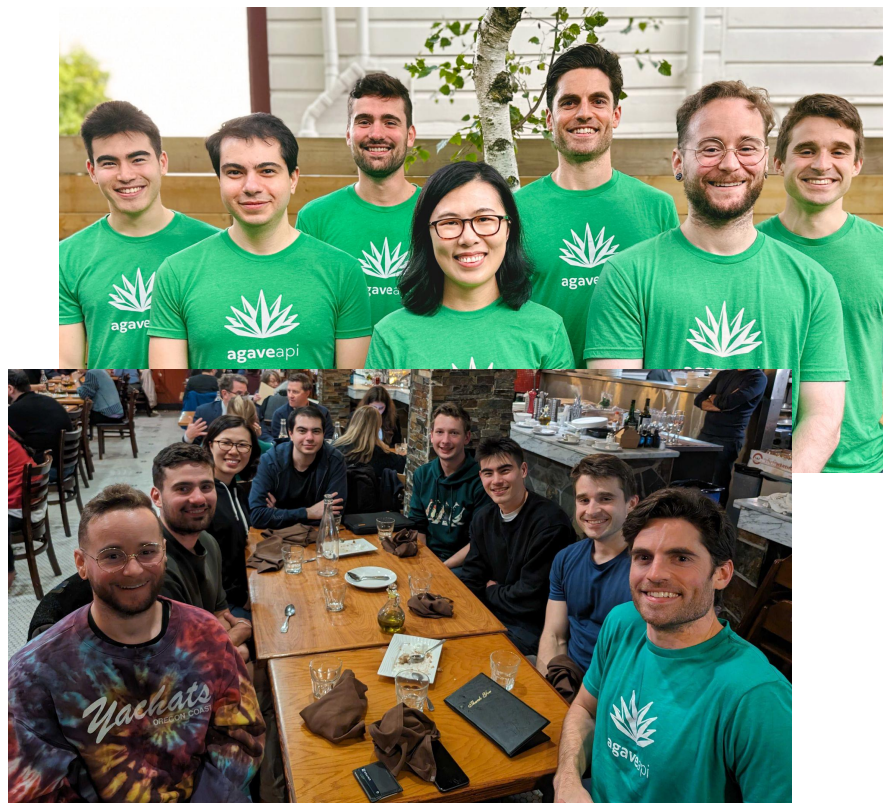


Andy Zhou
Founding PM



(open roles)
Software Eng
Technical PM
Founding AE

Values: What's our culture like?



Our philosophy is to hire a lean, diverse team of insanely talented people, pay them well, and get out of their way.

Ownership: we think and act long term. We embrace the schlep and never say “that’s not my job”. We are relentless and view every setback as a chance to improve.

Bias for action: we default to acting, especially when decisions are reversible. We value speed and calculated risks. Done is better than perfect.

Low ego: we acknowledge we might be wrong and seek feedback to test our ideas. We aim for the truth and do not compromise for social cohesion.

Customer focus: we work backward from customer problems to create value. We avoid doing what seems cool or interesting to us.

Pragmatic optimism: we’re optimistic about the future and our ability to shape it. We create definite plans and avoid relying on hope and wishful thinking to achieve them.

Sound mind, sound body: we prioritize physical, emotional, and intellectual fitness (we have an on-site gym!).

Learn More

[Agave press page](#)

[TechCrunch feature](#)

[Blog post from Accel](#)

[Blog post from Agave](#)

[Substack essay from Verticalized](#)

TechCrunch

Startups

Accel-backed Agave lets construction software talk to one another

Catherine Shu @catherineshu / 6:00 AM PDT • August 30, 2023

Comment

Our Investment in Agave: The Future of the Construction Cloud

Accel



Y Combinator

594,936 followers

3m · 🌐

Agave (YC W22) has raised a \$2.9M seed round to build for the \$12 trillion construction industry.

A common pain point in the construction industry is the among various construction software systems — many of which were developed 20–40 years ago. This results in fragmented information spread across various systems, creating more work for building teams.



AUTODESK
Construction Cloud

EVENT

Work Smarter, Not Harder: The Power of Integration
**Transforming Workflows:
Brinkman Construction
Connects Accounting and
Operations with Agave**

February 29th at 11:30AM PT/2:30PM ET



Tim Kelleher
Operational Standards
and Innovation Manager,
Brinkman Construction



Samantha Zhang
Co-founder, Agave



Josh Cheney
Director, ERP and Financial
Partnerships, Autodesk

Business

We connect Construction Companies, their systems of record, and SaaS apps.

Construction Software Vendors buy our API to integrate with the systems of record their customers (Construction Companies) use. By streamlining integration, we save them time, shorten sales cycles, and expand their addressable market.

Construction Software Vendors (our customers)

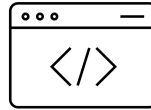
 **CompanyCam**

 **PRIORITY**

 **ProcurePro**

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AP Invoices

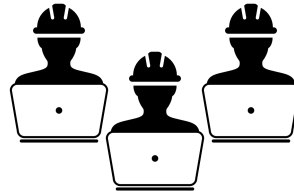


AP Invoice Payments

Construction Systems of Record (our partners)

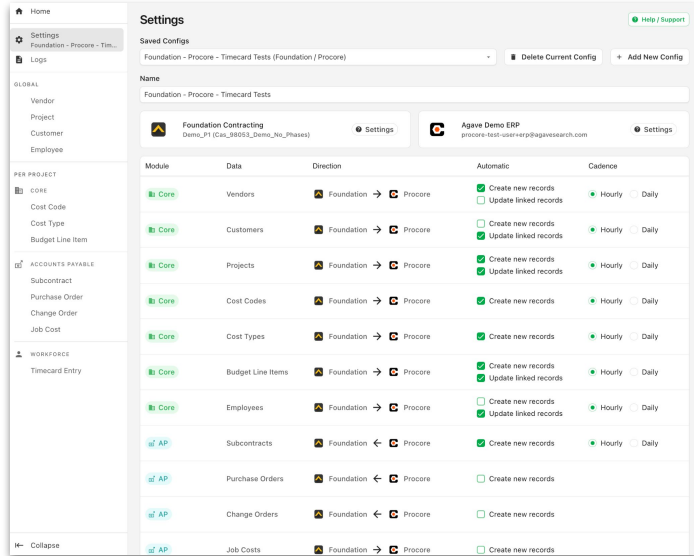


Construction Companies (need to share data b/w apps)

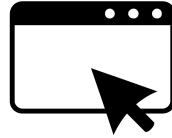


We connect Construction Companies, their systems of record, and SaaS apps.

Construction Companies buy our Sync tool to stitch together their internal systems of record. By automatically syncing their data, we save them time, eliminate administrative costs, and improve visibility into costs, risks, and financial projections.

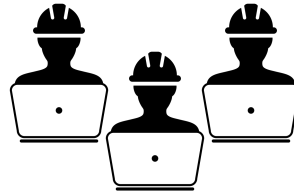


Module	Data	Direction	Automatic	Cadence
Core	Vendors	Foundation → Procore	<input checked="" type="checkbox"/> Create new records <input type="checkbox"/> Update linked records	Hourly Daily
Core	Customers	Foundation → Procore	<input type="checkbox"/> Create new records <input checked="" type="checkbox"/> Update linked records	Hourly Daily
Core	Projects	Foundation → Procore	<input checked="" type="checkbox"/> Create new records <input checked="" type="checkbox"/> Update linked records	Hourly Daily
Core	Cost Codes	Foundation → Procore	<input checked="" type="checkbox"/> Create new records	Hourly Daily
Core	Cost Types	Foundation → Procore	<input checked="" type="checkbox"/> Create new records	Hourly Daily
Core	Budget Line Items	Foundation → Procore	<input checked="" type="checkbox"/> Create new records <input checked="" type="checkbox"/> Update linked records	Hourly Daily
Core	Employees	Foundation → Procore	<input type="checkbox"/> Create new records <input checked="" type="checkbox"/> Update linked records	Hourly Daily
AP	Subcontracts	Foundation ← Procore	<input checked="" type="checkbox"/> Create new records	Hourly Daily
AP	Purchase Orders	Foundation ← Procore	<input type="checkbox"/> Create new records	
AP	Change Orders	Foundation ← Procore	<input type="checkbox"/> Create new records	
AP	Job Costs	Foundation → Procore	<input type="checkbox"/> Create new records	



\$\$\$

Construction Companies
(our customers)



Construction Systems of Record
(our partners)



*Budgets, Invoices,
Change Orders,
Timecards*

Customers: contractors and construction software vendors

ORACLE
NYSE: ORCL

PRIORITY
NASDAQ: PRTH

SAUNDERS

Siteline

ProcurePro

**FLEMING
COMPLETE**

CORBINS

CompanyCam

propeller

MARIAN

HOLCHEMONT, LTD.

Flashtract

built

busybusy

**Conrado
Home Builders**

SubBase™
SUPPLY CHAIN SOFTWARE

sabelhaus **west**

TarkettSPORTS

Earlytrade

ROBINS & MORTON

TORCON

**BRINKMAN
CONSTRUCTION**

HAMEL
- CONTRACTING INC. -

Outbuild

Assignar

IPH INTERIOR PLUMBING
& HEATING LTD.

Kraun
Electric

S&P
SATTERFIELD & PONTIKES
CONSTRUCTION, INC.

ROEHRENBECK
ELECTRIC INC.

MelKay
MECHANICAL ELECTRICAL PLUMBING

RENAISSANCE
CONSTRUCTION

StructShare

FollowupCRM

MCCARTHY

roofr

Miter

JACrosen
Plumbing / HVAC Contractors

APX
CONSTRUCTION GROUP

FORMA

**IBPG
DESIGNS**

WELLSPRING
BUILDING
(615) 884-7373

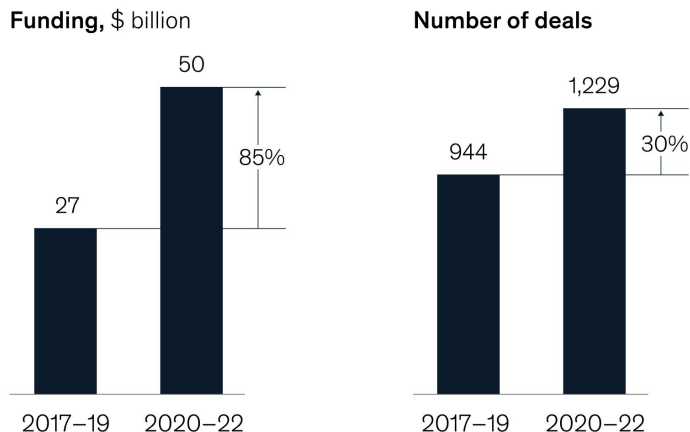
SWS
SOUTHERN WALL SYSTEMS, INC.

Why Now?

Why Now: Construction companies are digitizing.

“Construction sites in 2023 might in many ways resemble those in 1923, with manual bricklaying, paper blueprints, and scaffold towers. At \$12 trillion, architecture, engineering, and construction (AEC) is one of the biggest industries in the world, but historically it has been among the slowest to digitize and innovate.

This, however, is changing fast: **strong demand for infrastructure, a shortage of skilled labor, and increased stakeholder pressure for data transparency and integration are all accelerating digital adoption.** As a result, the AEC tech ecosystem has experienced an explosion of investment and a wave of start-up launches. An estimated **\$50 billion was invested in AEC tech between 2020 to 2022, 85 percent higher than the previous three years.** During this period, the number of deals in the industry increased 30%.”



Why Now: Digitization creates new entrants, fragmentation.

New SaaS Companies launch weekly. Construction Companies are adopting them, spreading workflows across siloed systems.



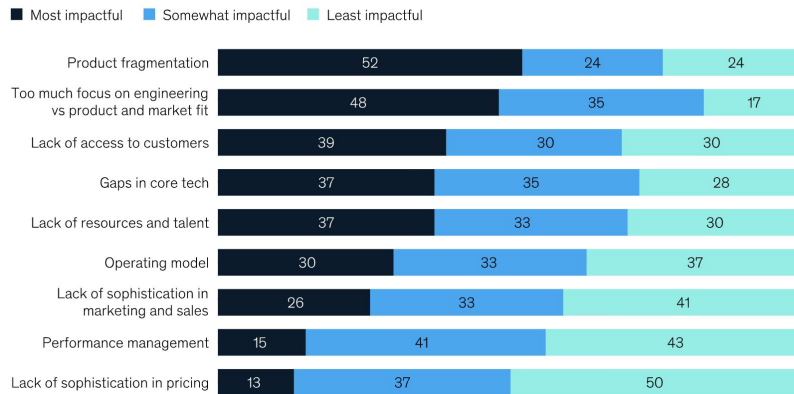
Why Now: Fragmentation creates a need for standardization.

Construction Companies need to connect their fragmented software to **remove data silos and improve efficiency**.

- \$230B/yr in rework from poor data management
- 53% still manually transfer data between products
- *“Today’s analytics tools are limited to surveys or dashboards built from mined company data...suffering from low update frequencies or low granularity....analytics platforms that use the growing pool of inter- and intra-company data will enable more proactive, data-driven management of projects and companies overall.”*

SaaS Companies need to integrate with other products to sell. **Fragmentation is their top barrier to growth.**

Impact of barriers to profitable growth in AEC tech,¹ % of respondents



Why Now: We are building construction's data infrastructure.

We connect the construction ecosystem on a standardized infrastructure. We help SaaS Companies integrate in minutes via our API. On top of our API, we build a no-code data-sync tool Construction Companies use to manage and get value from their data.



FAQs

Why: Why are we hiring?

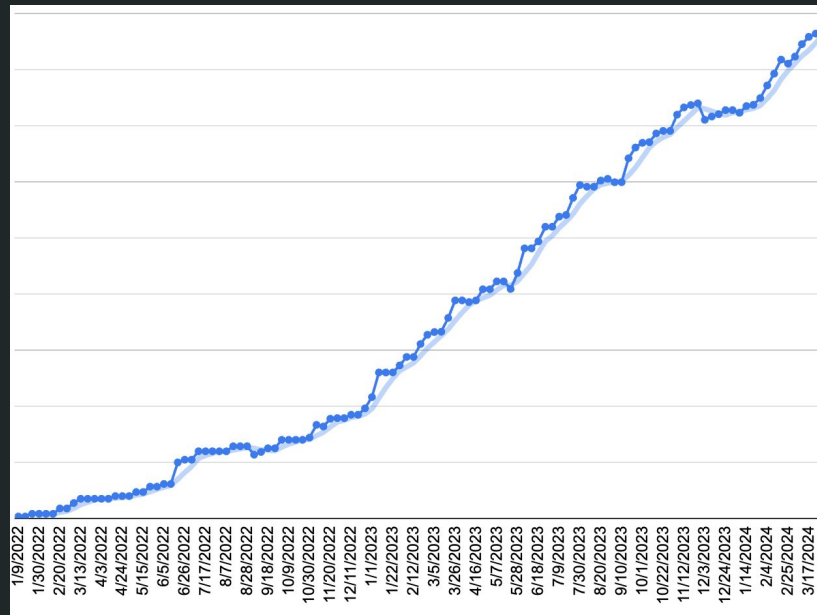
Our goal is to **grow revenue 4x** every year.
This puts us in the **top 10% of YC** startups.

We're on track, but customer demand is growing faster than we can supply.

Join us and you will:

- Solve hard technical problems
- Move faster than you ever have
- Learn how to grow a startup
- Change the construction industry

Monthly Recurring Revenue



Feedback: what do our customers think about our product?



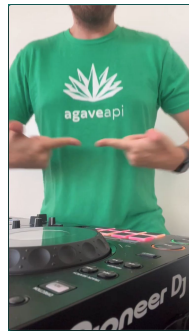
(us improving the Agave Sync UI)

Miter



(us announcing a new integration)

"You made me so happy.
You made my day."



(CTO learning how to DJ)

PROCORE



GLAZIER



(us launching a new endpoint)

What: What are the interesting technical challenges we face?

Unification: we're unifying dozens-to-hundreds of fragmented systems under a single standard that we define. Our unification covers data objects, data models, authentication, account-linking UX, and features like filters and pagination. When designing any new feature, we have to do it in a scalable way. For example, when adding filters, we have to research each system we support (and plan to support) and create a generic, system-agnostic solution.

Scale and speed: we're handling millions of API requests per day, and growing daily. For our products that we power with our own API (e.g. Analytics), we need to store and retrieve large amounts of data in an efficient way, building elegant caching layers to reduce latency. We ship code daily and iterate quickly based on actual feedback from paying customers (they share tons!).

Operational excellence: we're creating a reliable API layer on top of many legacy systems that don't have APIs. It's like building a skyscraper on quicksand, enforced by SLAs. We need to innovate in expanding the depth and breadth of our integrations while simultaneously *increasing* our development velocity. We need to be very creative in how to continually test our code and integrations, creating scalable testing frameworks that can catch edge cases and bugs across 1k+ endpoints.

On-prem: we're connecting with many types of on-prem systems (SQL-based, DLL-based, API-based), many built 20-40 years ago. We provide tremendous value to customers allowing them to interface with these systems in a secure, fast, reliable way, as if they're modern, cloud-based products. We need to support real-time communication and webhooks when they don't exist (e.g., using web-sockets).

Mix of back-end and front-end: we're building front-end apps that dog-food our own APIs (e.g. Sync, Analytics). This helps us build world-class APIs because we suffer any pain present in our API. We're building both the lego blocks *and* the higher-level lego models: we see what kinds of APIs our SaaS customers want, then also look at the kinds of API niceties we want for our own applications (like a caching layer, advanced filtering) and implement a combination of the two.

Variety: without knowing, you might assume adding a new integration is low-ambiguity and routine. But each integration we launch is special, completely different and posing unique challenges. This requires researching that system and its nuances in great depth before building on top of it. It's part engineering, part archeology.

Why: Why join Agave over other companies?

Opportunity

You have the chance to be an early, pivotal member of a fast-growing YC startup modernizing one of the world's largest industries (construction).

Team

You'll work with a world-class founding team that's tight-knit, experienced, intense, and ambitious. We've worked together for 10 years, first at a startup that Amazon acquired, then at Amazon, and now at Agave. You'll learn a ton while having outsized ownership.

Timing

You're joining us at a key inflection point. We're proven (we've grown revenue 3x year over year, have 85+ customers) but also early. This means you have lower risk but also huge upside.

Why: Why join a small startup over a BigTech company?

Faster Speed + More Focus

- Move faster with less process and fewer/no meetings
- Focus on what matters - writing code and solving problems, instead of internal processes, red tape, and “managing up”
- Do more in a month than you'll do in a quarter-year at larger co.

Outsized Impact

- Have your voice heard - be 1/8 employees, vs. 1/8k or 1/80k
- Be trusted to work on challenging projects that directly impact all customers within your first month
- Work on harder challenges (e.g. system design) that are typically owned by senior devs at larger companies

Faster Growth

- Own solving hard problems end to end, vs. small tasks handed to you by senior devs and overseen closely by managers
- Have room to fail and improve based on feedback, vs. working in bubble where stakes are much lower
- Gain experience you can't get at a bigger company, e.g. learn how to grow a business, build a code base from the ground up
- Advance faster since there's less bureaucracy, politics, and entrenched interests to fight against / gain approval from

More Ownership + Responsibility

- Have a meaningful ownership stake in the company you work for
- Capture more financial upside produced by your daily effort
- Own features end to end - take customer feedback and help resolve issues vs. having this abstract away by other teams

Deeper Relationships

- Work closely on a shared mission with tight-knit A+ team (*missionaries*)
- Form deep relationships that will last for life, vs. superficial relationships with people who move in/out of company (*mercenaries*)
- Build network of young, ambitious, entrepreneurial people that compounds over decades. Agave co-founders met at Graphiq 10yrs ago!

Minimize Regret

- Take risks while you're young to minimize regrets later in life when risks are harder to justify and opportunity cost are higher
- “Founding X” roles at top startups are rare and may never arise again
- Jobs at larger companies will always exist + be available at any point
- Worst case, you dislike small startups - that BigTech job will always be there, and you can take it knowing you tried a riskier path!

Why: don't just take our word, check out what YC has to say



[Should You Quit Your Job At A Unicorn?](#)



[Why You Should Leave Your FAANG Job](#)

Role: Software Engineer

Details: <https://www.workatastartup.com/jobs/48277>

Interviews: What does the interview process look like?



Informal chat for you to learn more about the role. We'll ask for details on past projects. We want to know that you can code, and speak about your work clearly.

We'll dive into the details of your most technically complex or challenging projects. Our goal is to ensure you've worked on sufficiently challenging projects to ensure you'll be successful if you join us full-time.

You'll meet with our lead dev. He'll ask you 1-2 coding questions (algorithm design) in your language of preference. We'll test how you write, test, and debug solutions, and identify tradeoffs.

In-person in SF. You'll interview with each co-founder and our lead dev. This will be a deeper dive into your technical abilities and overall fit. Each interview is 1hr: 45min for our questions and 15min for yours.

Role: What are we looking for?

- Back-end/full-stack Engineer with 1-4 years experience.
 - *Note: we're open to exceptional new grads with some industry experience.*
- Familiarity with cloud infrastructure, multi-tenant systems, and APIs.
- Self-motivated, high ownership, low ego.
- Desire to work on a fast-paced, intense, fun team.
- Passion for building a world-class engineering culture as we grow.
- Pumped to work in-person in SF 5 days per week.

Tech Stack: What tools will you use?

- **Backend:** PHP Laravel...why PHP?
 - Experience: we used PHP to scale Alexa's NLP to 100M users.
 - From YC: <https://youtu.be/rP7bpYsfa6Q?t=992>
 - Good HN post: <https://news.ycombinator.com/item?id=35896954>
- **Frontend:** TypeScript, React
- **Infra:** Redis, Postgres, AWS - CDK, EC2

Role: Account Executive

Details: <https://www.ycombinator.com/companies/agave/jobs/OUR5D9v-founding-account-executive>

Role: What are we looking for?

- We've made a ton of progress through founder-led sales (140+ customers, seven-figures ARR, cash-flow positive). Now, we're seeking the right person to help us grow even faster.
- You'll own the day to day execution of our full sales cycle while working with our CEO/co-founder on all aspects of revenue - from defining ICPs and GTM strategy, to pricing details and contract terms. You'll be the expert on our customers' needs - our CTO and CPO will ask for your input when planning sprints and new features.
- We expect you to ramp fast since you're stepping-into a sales motion that's working well. You'll have an existing pipeline, refined collateral, meeting templates, a tidy CRM, and SMEs to run demos and answer domain-specific nuances. You'll have strong inbound and referrals, which you'll continue to convert at a high rate. You'll build our outbound motion as we expand our product and enter new segments in construction.
- To do all of this, you will need to be unique. While typical AEs execute existing playbooks, you will need to write a better one. You are not a coin-operated salesperson looking for a 9-to-5. You are a hungry, scrappy, and energetic AE, pumped to bet on a career-defining role at a fast-growing, early-stage startup. Your potential for impact will extend far beyond the ARR you close.

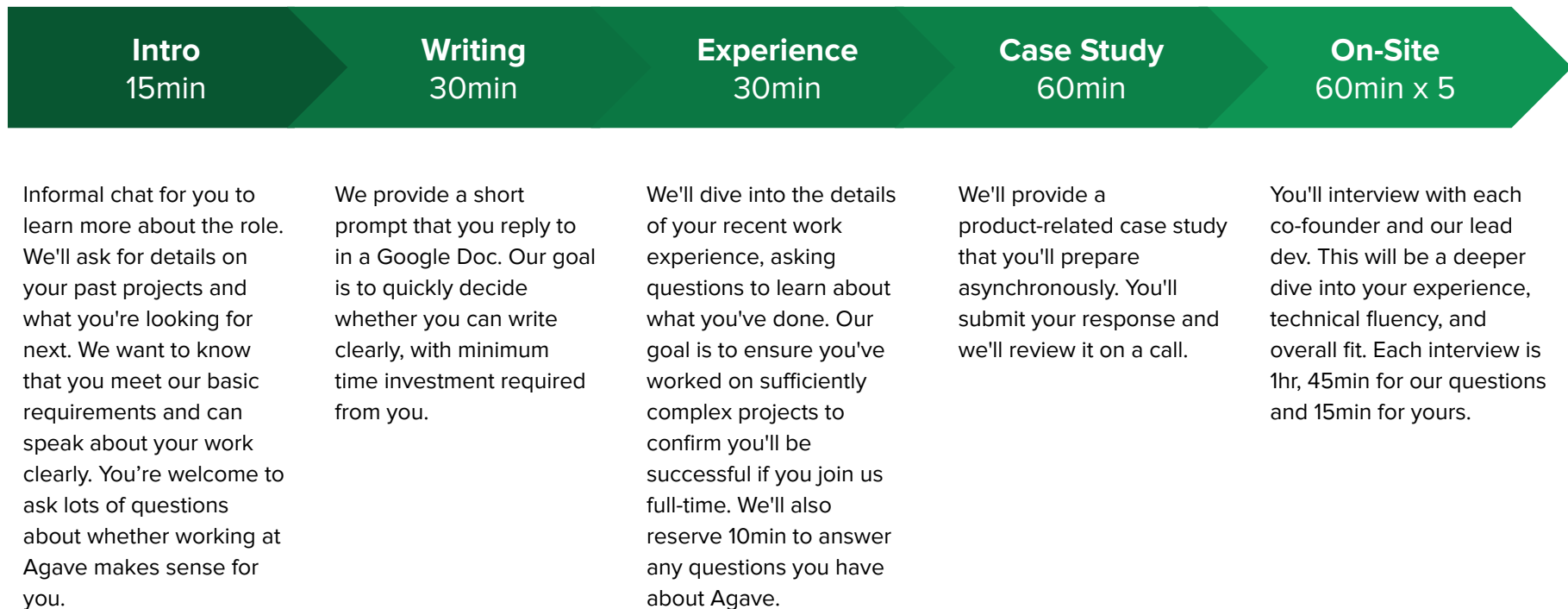
Work: What type of work will you do?

- Your core role is to help construction general/trade contractors automate work through software integration, saving time and grow their company more profitably. To do this, you will own our end-to-end sales process:
 - **Lead gen + prospecting:** research potential customers, generate leads, and build a consistent outbound sales pipeline. Attend industry events and develop connections to drive future sales growth.
 - **Outreach + engagement:** contact leads via email, cold calls, job-site visits, conferences, and more. Manage inbound and referral leads shared by external partners who co-sell with us.
 - **Qualification + closing:** run discovery calls, demos (with our technical SME experts), and follow-ups to qualify close new customers. Build proposals and RoI cases that convince qualified prospects to buy Agave. Negotiate contract terms when needed.
 - **Process improvement:** improve our internal sales processes (slides, call scripts, meeting templates, contract terms, CRM workflows, metrics, dashboards, etc.). Run weekly “Sales Review” meetings company-wide to review deals and answer questions.
 - **Cross-team work:** work with Customer Success, Engineering, and Product to consistently delight customers. Work with our co-founding team on all things sales and revenue related.
- This is a unique role with potential to expand into a Sales leadership position quickly as we grow, reporting directly into the CEO.

Role: Technical Product Owner

Details: <https://www.workatastartup.com/jobs/65427>

Interviews: What does the interview process look like?



Role: What are we looking for?

- **Hands-on:** you'll be a full-time builder, not a manager. You must love operating in the messy weeds of nuanced systems, understanding their complexity and simplifying it for our customers. You will focus on product execution and delivery, less on strategy and market research.
- **Technical:** no need to code, but you must have at least 1 year experience working closely with APIs, databases, SQL, Postman, and similar tools.
- **1+ year experience in software:** at least 1 year of full-time experience working for a software company in a data analyst, product, or other technical role. We're open to exceptional new grads with substantive internships. We want someone hungry and has lots of room to grow, who's ready to roll-up their sleeves and operate in the trenches.
- **High ownership + conscientiousness:** able to manage many threads at once without sacrificing quality.
- **Meticulous attention to detail:** structured thinker who nerds-out on nuances, accounts for edge cases, and tests your work thoroughly before it's done.
- **Clear + concise communication:** oral and written, must love writing crisp docs for internal + external reference.
- **Uncanny ability to deliver results:** get the job done consistently, doing any task needed to deliver on time.
- **Comfortable with customers:** able to work with a wide range of customers, spanning software engineers at startups to CFOs at specialty contractors. Can onboard new customers, run demo meetings, negotiate timelines, and communicate clearly over Slack, Zoom, and email.
- **In-person:** pumped to work in-person in SF 5 days per week.
- Nice to have:
 - Experience interfacing with customers (e.g. running user interviews, demoing SaaS products).
 - Experience building technical products (e.g. APIs, developer tools) alongside software engineers and shipping products on tight timelines.
 - Knowledge of basic accounting, since many of our use-cases relate to automating financial workflows.

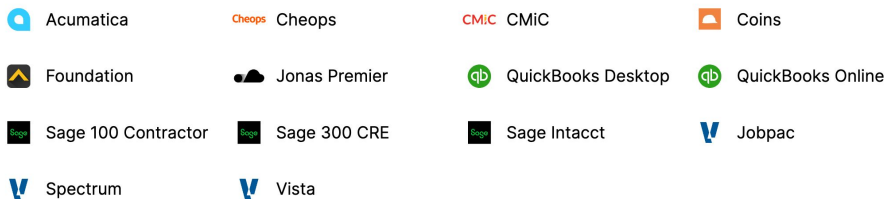
Work: What type of work will you do?

- Investigate new source systems to integrate with (data models, business logic, APIs, etc.) and become our go-to subject matter expert on each. It's part product, part data analysis, and part archeology.
- Research and define the structure for new data models we launch (schemas, interrelations with other models, how to standardize each across dozens of systems, etc.).
- Write detailed documentation (e.g. runbooks, FAQs) explaining source systems, data models, and API features for internal reference and for our customers to use self-service.
- Troubleshoot ad hoc issues with integrations and data models, helping our software engineers debug and resolve errors, and unblock our customers from launches and expansions.
- Build and own customer and partner relationships. Work end to end with both software startups and construction companies, from sales/demos to scoping requirements, from onboarding to roll-out.
- Translate customer needs to detailed product requirements our software engineers can code against.
- Assist sales team in customer demos, showing product functionality, refining customer requirements, and driving toward winning their business.

Reference

Integrations: 36+ systems (cloud, on-prem), 110+ data types

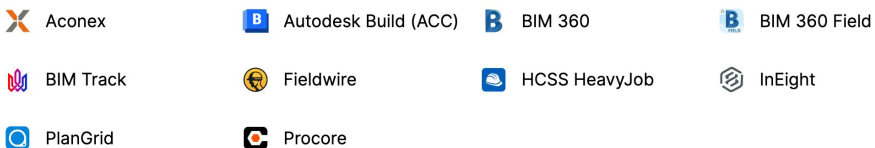
ERP/Accounting



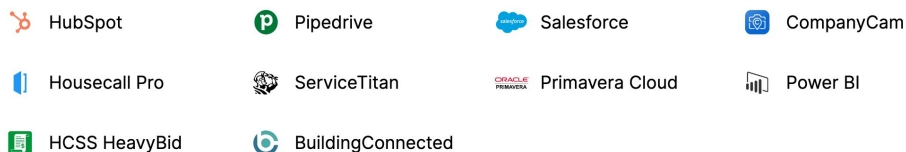
File Storage



Project Management



CRM, Field Service, Scheduling

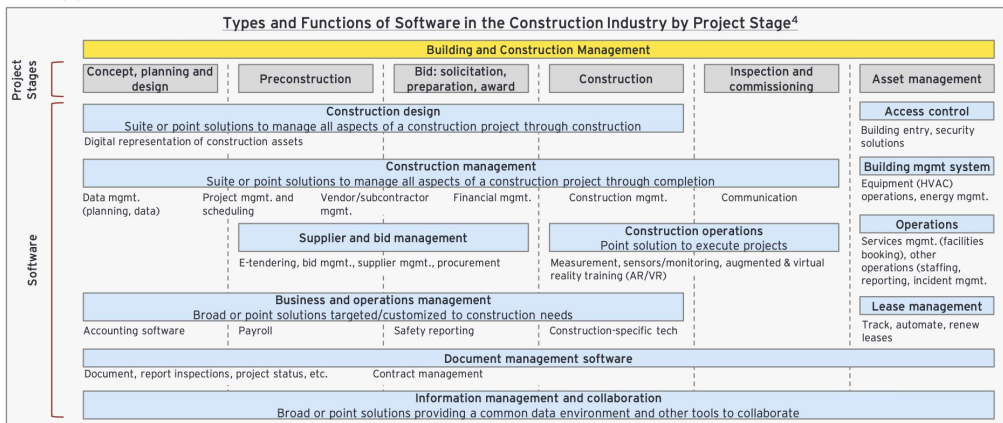
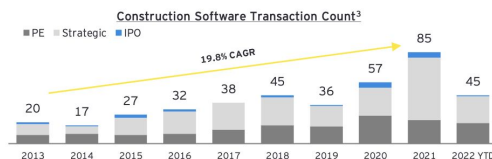


Market: Construction software is projected to be **\$29B by 2030**

Construction Software Product & Sector Overview

The total global construction management software market is expected to grow at a CAGR of 8.5% from 2022 to 2030, reaching ~\$28.9bn¹

- Despite sluggish adoption of new technology historically, global industry and operating winds are changing as construction players look to compete in a margin-tight environment
- The COVID-19 pandemic further accelerated tech adoption by construction players, both out of necessity and need to adapt to a post-COVID world
- The industry reached and surpassed pre-pandemic GDP levels by Q3 2020 and since then has been adding +20 billion to the US economy every quarter²



Source: 1. Verified Market Research, Construction Management Software Market 2. US Bureau of Economic Analysis 3. Pitchbook 4. L.E.K. Research, "Uncovering Opportunities in Construction Management Software"

Market: Additional resources

- [McKinsey: Accelerating growth in construction technology. May 2023.](#)
- [McKinsey: Rise of the platform era: The next chapter in construction technology. October 2020.](#)
- [McKinsey: Reinventing construction.](#)