



Making Your Offer Scorecard

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TOC

- Factors you might care about, but not think about
 - Culture
 - Company
 - Engineering
 - Offer
- A little model to help you score offers/companies

Culture/Manager

- Do you know who would be your manager?
- Have they managed before?
- Do you look up to them from a technical perspective?
- Do you get good vibes from them?

Culture/Mentorship

- Is there time for mentorship?
- Does the company have pairing?
- Is mentorship formal or informal?

Culture/General

- Healthy attitude towards vacation
- Are people chained to their desks?
- Does the environment seem competitive?
- Diverse workforce?
- Parental leave?
- Medical leave?
- Inclusive? How so?

Company/**Stability**

- Will the company exist in a year?
- If they're a startup, how much runway do they have?

Company/Software Co?

- Is building software the main role of the company?

Company/Get Behind It?

- Can you stand behind the product?
- Can you get excited about it?
- Is the companies vision something you can stomach?
- Something that gets you up in the morning?

Engineering/Stack

- Do you already know the stack?
- Are you excited to learn the stack?
- Is the stack “in” right now?
- Does the company experiment with new tech?

Engineering/Structure

- Is there a product team?
- Do they do sprints?
- How well defined is the work?

Engineering/**Tests**

- Does the engineering team write automated tests?
- Unit tests?
- Are they thoughtful about it?

Engineering/Code Review

- You want code review
- Best formal mentorship structure you can ask for
- Also, essential for code quality for engineers at all levels
- The only exception is a company where pair programming is the norm

Offer/Comp

- Everything's about tradeoffs.
- What do you need?
- Are you being treated fairly?
- If you can afford to, don't put all your effort towards maximizing comp. Code review, healthy culture, great mentorship are worth something!
 - Good comp with great culture and engineering practices is better than *great* comp at a terrible place to work
 - **unless you need it!!** You have to do what you have to do
- Its all about tradeoffs
- **YOU ARE EXPECTED TO NEGOTIATE. NEGOTIATE.**
- 401k?
 - With matching?

Offer/Equity

- This is a mechanism to align your incentives
- You can't take it to the bank, and in many/most cases it ends out being that valuable to you
- If a company offers equity that's good.
- If the company really starts growing quickly, *talk to an accountant!*
 - There are tax implications of equity that are really complicated

Offer/Vacation

- Be sure people at the company really take vacation
- “Unlimited” is sometimes a race to the bottom

Model

KeyValues.com