Wise Rock

**Job Specification:
Senior/Principal Full-Stack Software Engineer**

2024

The Company

Company: Wise Rock, Inc.

Location: Houston, Texas

CEO: Brock Meyer

Year Founded: 2019

Website: https://wiserocksoftware.com

Wise Rock builds software that "dramatically amplifies, rather than replaces, human capability." Today, this looks like cutting-edge data visualization for production engineers. Our product integrates data from disparate systems of record into an intuitive, lightning-fast web app that enables our customers to visualize their production at scale, categorize variance events, and collaborate in the context of the data. We provide a seamless workflow, allowing production engineers to diagnose and solve critical problems, increasing operational efficiency and clawing back lost production daily.

Wise Rock has increased revenue more than 10x over the last two years and now sits at an exciting inflection point. We have proven product-market fit, reaching significant market share with over 10% of onshore U.S. oil production now being managed with Wise Rock.

What does the future look like? Even though our customers love our product today, it is still in its infancy. The path forward includes significant growth in Oil & Gas as well as expansion to other industries. Additionally, as we grow our organizational capabilities, Wise Rock plans to use our profits to launch a venture studio which will leverage our software development capabilities to amplify the impact of other organizations seeking to do redemptive work in the world.

EXCEPTION BASED SURVEILLANCE   **PRODUCTION LOSS REPORTING**   **LOOKBACK ANALYSIS**   **ALLOCATION IMPROVEMENT**   **KNOWLEDGE MANAGEMENT**   **ANALYTICS AND DATA SCIENCE**

Our Culture and Values

Our Culture:

Wise Rock was founded based on the idea that something great would happen if people came together in the context of a business to make an awesome product while collectively living out a set of shared personal values.

Although Wise Rock does have many commonalities with other SaaS startups, what makes us different is that we think of people, not as the aggregation of disparate values, experiences, and contexts (work, family, recreation, etc.), but rather as unified persons where every aspect of their lives integrate and affect the whole. That can only mean that the culture where we spend 40+ hours a week matters.

For Wise Rock, our shared values are **Love, Courage, Humility, and Integrity,** as displayed by the life of Jesus. We desire to cultivate a culture where we can have unity under these values and diversity in how they are expressed. Certainly, as we think about the different individual roles within our business there will be a range of how our values are embodied every day, but we believe we can hold the tension of what unifies us and what makes us unique (our personalities, stories, experiences, and roles) in a way that orients Wise Rock, its employees, and its business ventures.

Our hope is that the values that shape our culture will be felt and experienced externally through the software we build, the way we treat customers, and the legacy that we are able to leave through our employees.

Our Values:

- ✓ **Love –** to have the good of others as our primary motive.
- ✓ **Courage –** to make decisions that we believe to be right and good in the face of the unknown.
- ✓ **Humility –** to always remember that there is nothing we have that has not been given to us.
- ✓ **Integrity –** to have consistency between what we say and what we practice, in all contexts of our lives.

We acknowledge that in some ways, living according to these values will always be aspirational. We will fail sometimes, but the alternative is not to try. We are choosing to try.

Our Practices and Business Model

How Our Values Shape our Corporate Identity and Practice:

Wise Rock leadership has made a commitment to our organization to consistently follow these operating practices:

- ✓ **Prayer:** We have voluntary prayer meetings 3X per week as a company where we ask God to guide and to bless our work & personal lives.

- ✓ **Dependence on God:** We work to actively submit our strategy, our mission, and our processes to God.

- ✓ **Strategic Generosity:** We are committed to generous personal compensation for Wise Rock employees, and distributing it in a structure that cultivates creative, life-giving generosity.

- ✓ **Limit Our Work Hours:** We are committed to a normative culture where people work 40-45 hrs/week.

- ✓ **Perpetual Time Horizon:** We do not plan on selling Wise Rock and will make all decisions with the infinite game in mind, resulting in a healthier, more sustainable, more fruitful business.

- ✓ **Culture First:** We prioritize our values and culture above short-term results.

Each of these practices is crafted to guide and empower us to build an organization and a culture that can create and scale software that the world desperately needs.

Our Business Model:

99.9% of our equity is owned by a 501(c)3 nonprofit, which means all future profit distributions must go to charitable causes or other business ventures with redemptive purposes.

Wise Rock is structured this way to solidify our long-term commitment to using our financial resources, along with our software capabilities, to fund and staff a not-for-profit venture studio. A venture studio is like a software incubator, except that it is part of a larger organization and has the goal of scaling new subsidiary organizations rather than separate companies.

We believe this model will allow us to design, build, and scale products and services that accelerate the goals of charitable sectors and other redemptive for-profit ventures in ways that very few other organizations in the world could.

99.9% of Wise Rock's equity is owned by Impact Foundation, a Christian 501(c)(3)

Wise Rock Venture Studio

Wise Rock Oil & Gas (Existing Company)	Low-Profit 1 Micro-Loans?	Low-Profit 2 Disciple-Making Movements?
High-Profit 2 (Future Subsidiary)	Low-Profit 3 Low-Cost Education?	Low-Profit 4 Healthcare Centers?
High-Profit 3 (Future Subsidiary)	Low-Profit 5 Adoption?	Low-Profit 6 Generosity?

High-Profit Software
(Existing and Potential Future)

Low or No-Profit Software
(Potential Future)

The Opportunity

Title: Senior/Principal Full-Stack Software Engineer

Location: Houston, Texas (Hybrid, 2 days in office)

Team: Member of the self-managing Scrum team

Key Responsibilities

- Share ownership of the product and its technology stack, helping evaluate and make technology and architecture decisions in support of performance, reliability, and maintainability as we scale.

- Build quality into all aspects of the product by driving best practices in static and dynamic testing of the application, collaborating with the team on our selected coding standards and styles, and conducting measure/learn/build cycles around application performance.

- Refine engineering processes within the development team. Contribute insights on ways the team can work more effectively together and investigate tooling that amplifies the team's ability to succeed individually and together.

- Collaborate closely with Product and Customer Success teams to understand the pain points of our customers and provide technical expertise on how we can resolve them.

- Mentor and cultivate the technical capabilities and knowledge base of the whole engineering team.

- Make work fun by learning together, solving tough problems, and sharing your unique gifts, experience, and background with the rest of Wise Rock.

The Tech Stack

- ✓ **Front End:** React, D3

- ✓ **Back End:** Node, Express

- ✓ **Data Stack:** Dagster, dbt, TimescaleDB (Postgres)

- ✓ **Testing:** Jest, Playwright, Storybook

- ✓ **Hosting:** AWS

The Person

Desired Experience & Proficiencies

- **Front End Expertise:** 5+ years of compelling front end development experience and a comfort with infrastructure and supporting tooling.

- **Full Stack:** Has a broad range of full stack experience, including relational databases (Postgres preferred) and has the desire to further develop a true full-stack skillset (infrastructure, front-end, testing, ETL, etc.)

- **Product Influence:** Has worked closely with a product team and desires to fully understand and collaboratively define product strategy and features.

- **Feature Ownership:** Has experience owning the full, end-to-end, life-cycle of a feature.

- **Tech Lead Experience:** Has experience as the technical lead on a development team, having led and participated in higher level technology, architecture, and SDLC decision making. (Principal)

Culture Fit

- **Values Alignment:** Greatly motivated by Wise Rock's Values and excited to help us learn how to more deeply integrate work and purpose in healthy ways.

- **Range:** Has a history and continued desire to learn a broad range of skills, rather than a singular focus on one area of very deep expertise.

- **Self-Starter:** Has an entrepreneurial spirit, is comfortable with uncertainty, and is driven to proactively take on new challenges and responsibilities.

- **Continuous Improvement:** Excited to experiment with team development processes to make building more fun and effective at scale.

- **Quick Learner:** Has the ability to rapidly evaluate and successfully select technologies to solve specific problems.

Compensation

Benefits

Wise Rock is early-stage, but we intend to make Wise Rock employees the most satisfied, most challenged, and most appreciated employees on the planet. For now, our comp package includes:

- ✓ **Base:** Competitive compensation commensurate with skills and experience
- ✓ **Bonus:** Discretionary profit sharing based on individual & company performance
- ✓ **PTO:** Unlimited
- ✓ **Healthcare:** 100% employer-paid premiums for medical/dental/vision

Generosity-Driven:

We have invested in the creation of a unique, generosity-driven compensation model to more closely align our financial incentives with our long-term vision.

- Total Compensation comprises two components: Personal Compensation paid directly to the individual and Giving Compensation paid into the individual's *DAF.**
- Giving Compensation starts at 10% of pay, and the percentage increases as Total Compensation increases.
- Personal Compensation is capped at $350k per year, but Total Compensation remains aligned with or exceeds other industry-leading technology companies.

*A donor-advised fund (DAF) is a charitable giving vehicle.

DAF Deployment Opportunities:

With your DAF contributions, you have multiple options for how the funds can be deployed. Below are a few options:

- Donate the funds to a nonprofit
- Invest the funds into a redemptive, for-profit venture
- Give toward a nonprofit Wise Rock venture
- Fund a new Wise Rock venture and join it as a founding team member

Thank you!

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