



About Cloudsmith

Cloudsmith (<https://cloudsmith.io>), your friendly neighbourhood package management startup, is run by a small team of engineers (i.e. lovely Human beings who like technology) consisting of two co-founders who are currently in the middle of raising a seed investment round to make it Just Better. We are gaining traction and have customers from different parts of the world (from US to Asia).

The Cloudsmith platform is a fully managed Software-as-a-Service (SaaS) that helps to improve the life quality of other engineers by handling the three pillars of package management: Dependencies, to help put pieces of software together; Deployment, to help put software on servers; and Distribution, to help put software on your users/customers machines.

We're looking for at least two "full-stack" engineers, and we'll need your help to build out the product, scale the service and put sprinkles of quality, automation and magic everywhere we go. We're an early stage startup, with all the caveats and difficulties that it brings, but it will be an environment with minimal distraction and even less red-tape. Imagine the opposite of Office Space. Although we might still occasionally deal with "PC LOAD LETTER" errors until the system runs like melted butter.

Find out more about your future company on the website (<https://cloudsmith.io>) and social media accounts on LinkedIn ([cloudsmith](#)), Twitter ([cloudsmith_io](#)), Facebook ([cloudsmith.io](#)), and GitHub ([cloudsmith-io](#)).

About You, The Ideal Candidate

Smart. Gets Things Done. A Lovely Human Being.

You will be an "A" (is for Awesome) player at the top of your game; an engineer who is passionate about automation and full-stack ownership, who feels empathy for your fellow team and the woes of our customers. You're not afraid to get your hands dirty with software, and you've definitely got some significant development experience already.

A passion for quality, high availability, security and problems of scale is also important - As a package management service, the product that we'll be working on together will form the central glue that other companies use to hold their build systems, automated deployments, and worldwide distribution together. We always have to consider the impact of all outages and this is built into how we work.

A formal education isn't important to us, but relevant experience is. We want to see that you're a voracious and passionate learner, that you love on-boarding new skills and technology, that you never sleep until everything is automated (OK, maybe not literally, gradually over time is just fine too), and that you've built some great technology that you're super proud of, whether professionally or not.

About The Role/Challenges

Cloudsmith is built using some of the finest technology that the Cloud offers, and while we're proud of what we have already, there is still a lot of technology to define, build and refine. We're fully native to AWS and use a wide spectrum of services to power the platform. There are frontend servers, built using Python and Django, worker servers, built using Python and Celery, a storage and distribution service built using CloudFront, S3 and Lambda, and other internal services for relational data, monitoring and communication. We'll need your help to build/code, deploy and scale services, all individually and separately from each other.

This "multi-hat" role involves a combination of frontend work (CLI or UI, although we don't expect an expert in user experience), backend work (Python/Django application, RESTful API and services within the AWS Cloud),



and the pinches of work you'd expect at a DevOps tool vendor: automation, quality, security and monitoring work. We're fans of the Hashicorp suite of tools, so together we'll be using Vagrant, Packer, Terraform, Consul and Vault (alongside Jenkins/Travis, Chef and later Docker/Kubernetes) to help automate and run the service, but we're also open to discussion on new tools to integrate and better ways to do things.

We don't need to tell you that package management is our Bread and Butter, so you may know we'll spend some time polishing support of our Python, Ruby, Maven/Java, Debian, RedHat, Vagrant and Raw packaging, while bringing new packaging technologies such as Composer, NPM, NuGet and Docker to the suite. This may also involve integrations/tooling work for plugins that help get customers from 0-60 as quickly as possible.

Due to the criticality of the service, it will be necessary to form an on-call rota that we all share as a team, which means being available to fix issues if they pop up. No-one desires a culture of hair or heads being constantly on fire (it's also somewhat inconvenient), so we try to minimise this through our focus on quality and automation of repetitive tasks. Ultimately we want engineers that are happy and relaxed, who can enjoy their life free from a world of panic and fear. We have children ourselves and actually want to see them grow up (crazy, right?)

We try to leverage as many tools as possible to assist with monitoring, to ensure that when on-call we can remain accessible but not have to be attached to a computer. We believe in actionable alerts over active monitoring, and try to ensure that errors are problems, not just information. We'll also need your help to define and refine our processes around this and quality control. Let's make the world a better place with superb, highly available and secure package management that everyone can rely upon.

Check out our StackShare page to see the full list of technologies used: <https://stackshare.io/cloudsmith>

About The Location

We work out of our BT9 office (Northern Ireland, Belfast, Malone), and any applicants must be willing to relocate to within the Greater Belfast area, but like all good startups we're flexible and will discuss alternative working arrangements - We work remotely sometimes and so we have to be good at communicating with online tools, using a combination of Slack, Google Apps, GitHub, Trello and video chat. We might even use telephones!

About The Compensation

When you're bringing the skills we'll treat you like royalty. Expect an extremely competitive high-end and negotiable compensation package (range is around £65-£75k), with lucrative benefits that befit a startup, such as share options, annual performance bonus, and a generous 26 days annual leave plus 9 "take them anytime" public holidays. We'll provide things like a work computer, a laptop and anything else you need, so that you're ready to rock from day one. We're happy to discuss a package that matches your expectations and situation.

About Equal Opportunity

We're an equal opportunities employer and do not discriminate against age, sex/gender, race, disability, pregnancy, marital status, parental status, sexual orientation, and/or religious background, etc. Your ability and outlook are far more important - If you are the ideal candidate, the job will be yours to conquer the world with.

About Applying

So, did you meet the criteria of ... Smart? Gets Things Done? A Lovely Human Being? Awesome. Send an email to jobs@cloudsmith.io to tell us why your experience, skills and personality make you such a superb fit for the Cloudsmith team. If you're also submitting a C.V., please make sure we can read it (i.e. make sure it is a plain-text file or PDF). Bonus points allocated (maybe not literally) if you host it on a well-known package management service, ahem. It'd be great if you can show us code that you've written, but it isn't essential. Our timescale for hiring is dependent on the seed investment completing, but our expectation is 3-6 months.