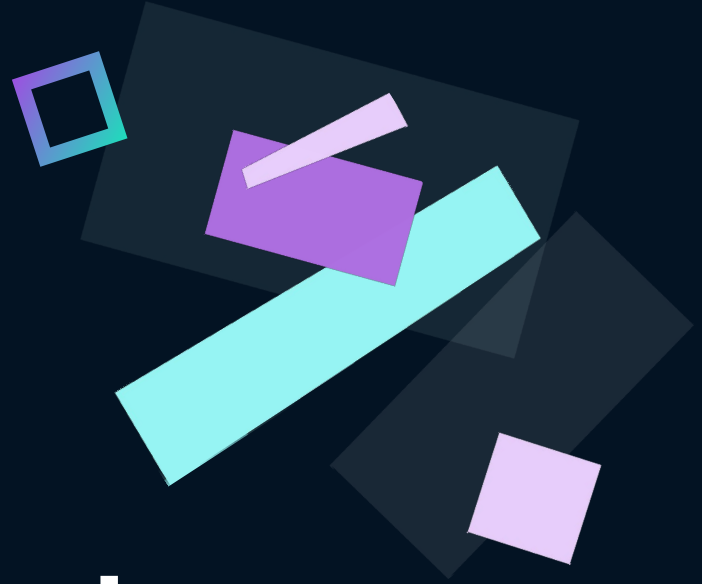


TheoremOne □



Hiring Info Packet

Software Engineer

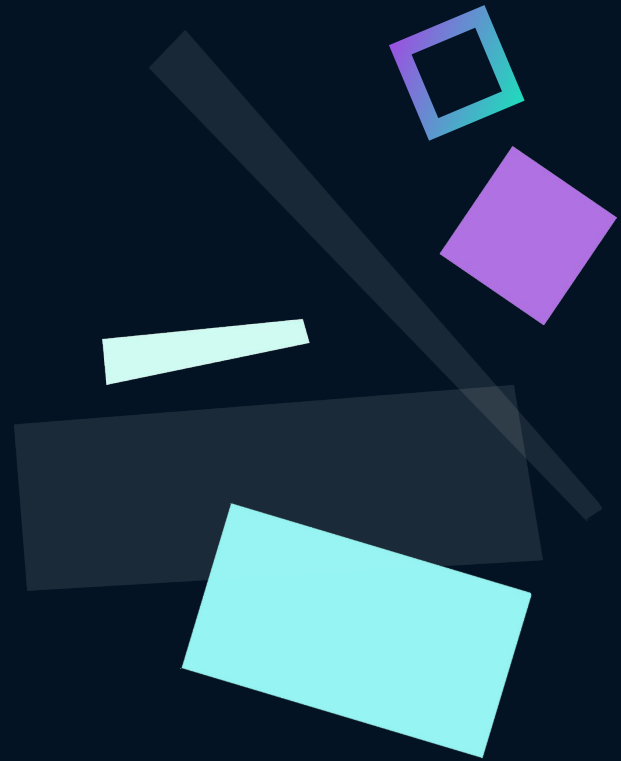
Hello

Thank you for your interest in joining the TheoremOne team! You might be wondering about what comes next, so we put together this presentation to give you a better understanding of TheoremOne and our hiring process.

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About TheoremOne

Mission Driven, People Focused



A different kind of consulting firm

We optimize for small teams, lean budgets, consistent and sustainable velocity, transparency, and expertise. We build a durable relationship, not just deliverables.

Mission

Our mission is to dismantle the existing consulting ecosystem and replace it with a distinctive, durable and effective system for transforming the way businesses think about and solve critical problems.

Vision

Our vision is a company where we all want to work for the long-term. We avoid big egos and embrace distributed leadership. Every team member is trained to be a leader, and our culture is designed to ensure we all push ourselves beyond our current capabilities. We view failure as a learning opportunity and aspire to achieve effortless mastery.



Focused on our team

We iterate on ourselves everyday to build a place where people **love** to work. It's not just about getting the work done; it's about how we get the work done together. As a fully distributed remote-first organization, we form our culture and values by continuous collaboration. We encourage the team to make TheoremOne their own and help us grow our culture together!

Take a look at our [Comparably](#) page to see what it's like to work at TheoremOne.

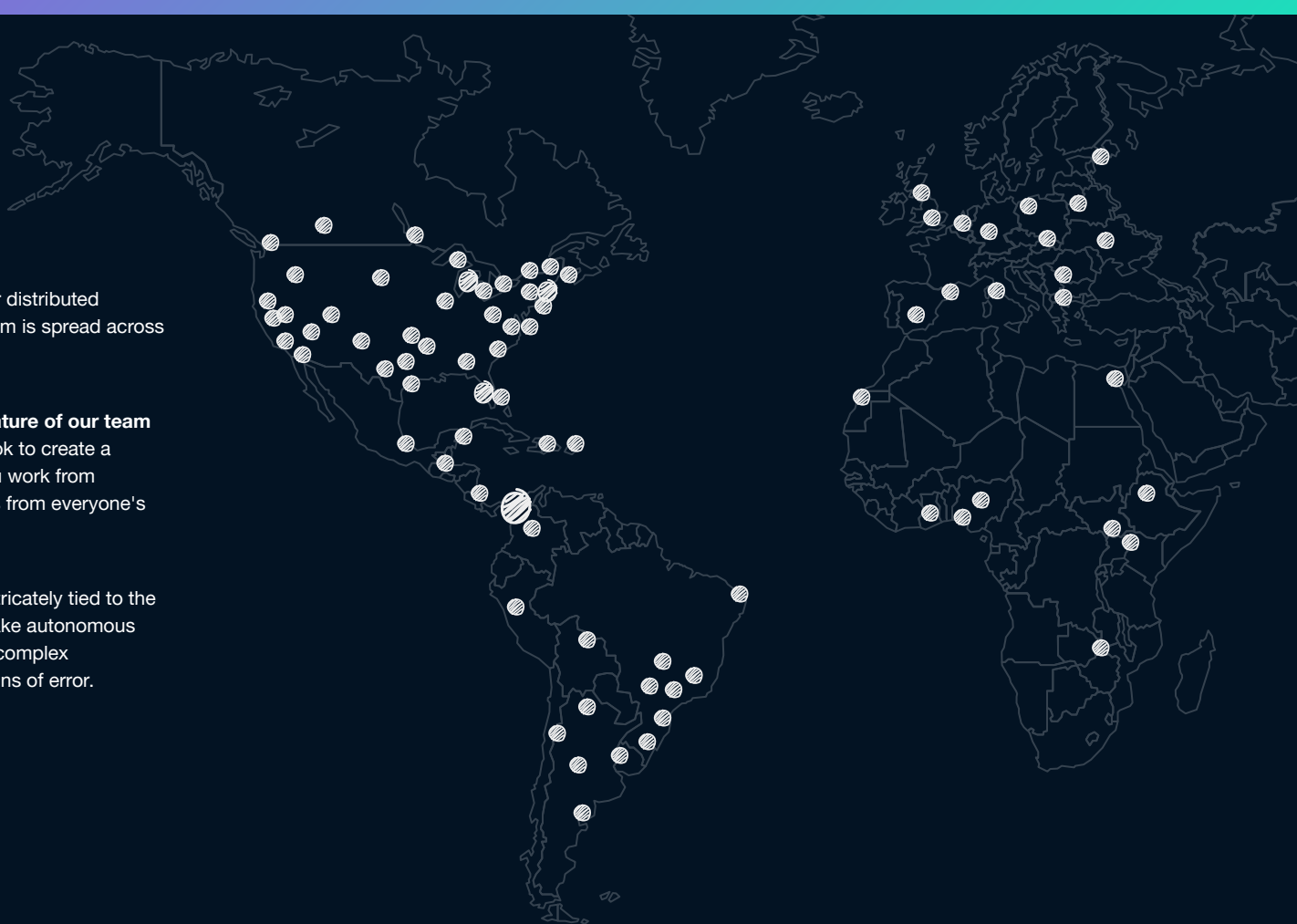


Remote by design

Designed from the ground up for distributed collaboration. TheoremOne's team is spread across the world.

We embrace the distributed nature of our team and the culture it creates. We look to create a symbiotic relationship where you work from anywhere, and the team benefits from everyone's diverse points of view.

The culture at TheoremOne is intricately tied to the trust it places in its people to make autonomous decisions from the frontlines, in complex environments, with narrow margins of error.



We are in service of our clients

We're hired by our clients to help them achieve their mission. Our primary concern is their success.

We insist on the highest standards.

Yesterday isn't good enough for tomorrow. We continuously work to improve our performance — raising the bar.

We win as a team.

If the team fails, everyone fails, even if a specific member or an element within the team did their job successfully.

We find fulfillment in our work.

We take ownership of our own happiness. We're happiest when we're making progress toward our goals. We don't do this because it's fun, we do this because it's important.

We embody professionalism.

We are calm and unwavering in all circumstances.

We operate with humility and courage.

We ensure our ego does not get in the way of our work or relationships. We operate with humility and courage, honestly assessing our own performance by taking ownership of mistakes, and developing an achievable plan for success.

We expect leadership at every level.

Courage, transforming others, inspiring people around you to be better and remaining positive in your attitude.

bsi.



infor



Bloomberg

SONY



We empower our clients to create lasting change

Since our inception, we've worked with numerous "Fortune 1000" companies.

Each came to us seeking a partner to help build truly exceptional products, services, and experiences. With every client we commit to deliver. And we always deliver.



AMERICAN EXPRESS

Honeywell



Building blocks of our values

Real-time Feedback

Frequent and high-quality feedback is essential to achieving high performance. We embrace a culture where feedback is given frequently and anyone can give feedback to anyone else — someone on another team, someone else's boss, our CEO.

Decentralized Leadership

We want decisions to be made by the people who are most informed, closest to the details, and best able to utilize their judgement.

Flexible Process

We don't have one single process we deploy in every situation. Our process is customized to the realities and nuances of each individual environment, organization, and mission.

Distributed Collaboration

Distributed collaboration forces a higher standard for communication where precision, transparency, and frequency are the rule not the exception.

Continuous Improvement

We objectively assess our true capabilities and set aggressive goals for internal improvement.

Extreme Ownership

We practice extreme ownership, a principle where each person takes total responsibility over their world — their work, their team, and the success of their mission.

Quality Driven

Everything we do from the customer experiences we design to the code that we write is driven by our passion for making great things. We care about the details and go the extra mile to make work that we take pride in.

Adaptability & Optimism

We believe anything is possible. We step up to new challenges, embrace new ways of working, and tackle new responsibilities — because we aren't limited to our job descriptions, or to finishing last week's plan at the expense of achieving our mission.

Read more about [The TheoremOne Way](#)

We're growing...

...sustainably. TheoremOne has steadily grown over the years. Because we are committed to building a long-term company, we keep growth at a measured pace to ensure high cohesion in the team, unified values, and ample time to normalize between steps.

Since 2007 we have been 100% self-owned and debt-free; always with more than 6 months of operating capital in our bank as a runway.

2015

50 Theorists

2018

94 Theorists

2021

338 Theorists

2016

70 Theorists

2019

135 Theorists

2022

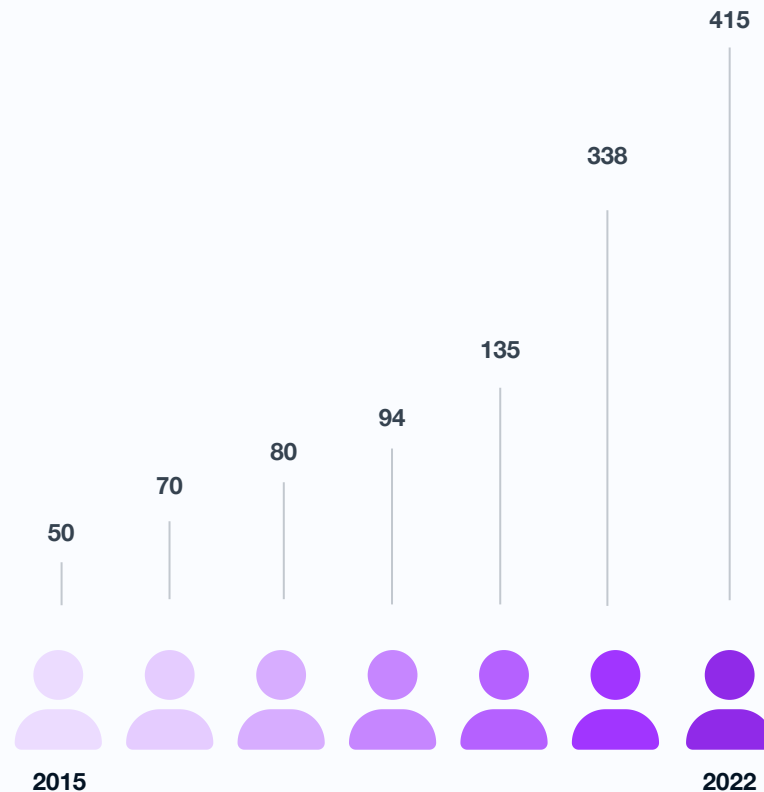
415 Theorists

2017

80 Theorists

2020

234 Theorists



Our differences make us stronger

Diversity, equity and inclusion are more than just aspirational words at TheoremOne. We believe they make our organization stronger, our people happier, and our future more certain.

We recruit and nurture a diverse talent base

We work hard to make TheoremOne reflective and inclusive of the global society to which we belong. That starts with investing in a talent pipeline to shape our future.

We foster belonging

At TheoremOne, inclusion is everyone's job. Our proudest moments are when team members tell us that TheoremOne was the first organization where they felt that they could truly be themselves. Belonging doesn't begin in HR. Belonging is created when every TheoremOne team member contributes to the psychological safety of those around them.

Our very own [Brady Brim-DeForest](#) was recently chosen as one of Comparably's 2021 Best CEOs for Diversity!



Our dedicated squad model

No two projects are the same. Projects are typically run by squads - a dedicated team comprised of professionals with all of the required skills on hand to lead, design, build and ship the project ensuring mission success. Other projects may start small, with 1-2 team members and a dedicated squad joining later.

In a project squad, all project decisions are owned by the team, who consults with the client directly and pulls experience from the rest of TheoremOne.

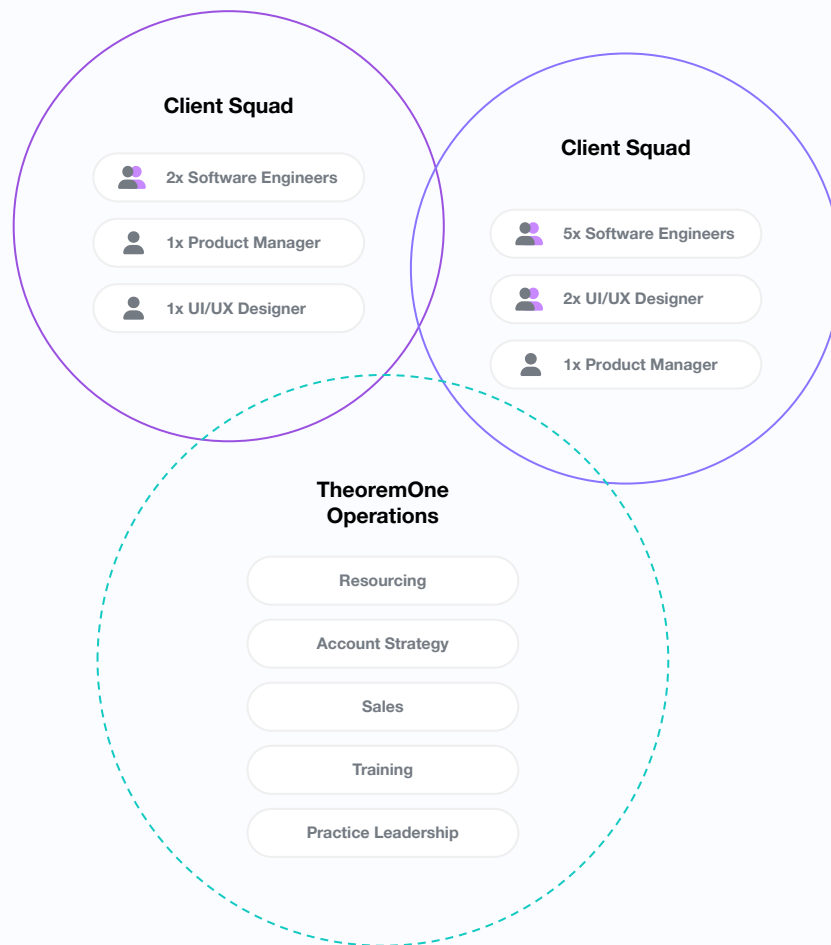
We don't micromanage a squad's implementation, but rather focus on measuring squad success via client and team satisfaction, and product and service delivery quality.

Squad Decides

- Which tools to use
- What process to follow
- How to utilize technologies

Operations Team Provides

- Resourcing
- Training
- Sales and extensions
- Account strategy and planning



Balanced lifestyle

Let's be real; benefits are essential. More than just being a part of a family, we take care of the things behind the scenes that are important to a balanced lifestyle.

Benefits vary based on country and contract type, so be sure to ask your TheoremOne recruiter what we can offer you.



Remote-Work

We are a remote first organization. Results count, location doesn't. We work from anywhere and everywhere.



Flexible Working Hours

An essential part of doing your best work means taking the time to recharge.



Team Retreats

We try to make it a priority to spend time together face-to-face a few times a year!



Professional Development

We invest in internal, proprietary training programs that you can't find anywhere else!



Fitness Sponsorship

Healthy body, healthy mind. We offer a monthly stipend for team members to use towards fitness & wellness programs.



The Right Tools

We empower our team to use the right tool for the job and we make it simple to get going fast.



Medical, Dental, Vision

Comprehensive medical, dental, and vision insurance in for full time employees.



Parental Leave

Parental paid leave so that they can spend time with the newest member of their team!

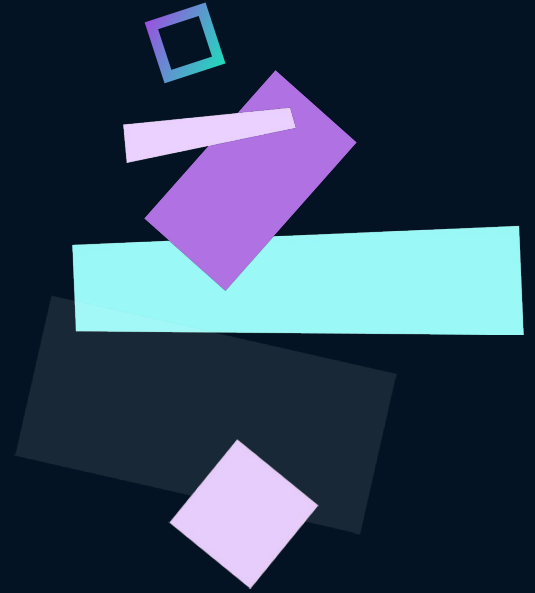


Life Insurance

Company-paid life insurance with the option to purchase more.

Your Role

Software Engineer



Cross-functional software engineer

As a Software Engineer, you'll be involved in the end-to-end development process of software products. You will work as a part of a cross-functional team that consults directly with clients, bringing measurable change to their business.

We are looking for people who are:

- Good and want to get better
- Have an exceptional grasp of development best practices
- Well-rounded, have done it all; from prototypes to production
- Socially engaging
- Confident and comfortable giving and receiving real-time feedback



Consultative engineering generalist

We expect our software engineers to have a solid foundation in development and be passionate about sharing their knowledge with their teams and clients.

You are part engineer and part consultant.

Engineer

- Works towards disambiguating ambiguous problem statement
- Simplify code, systems, and architectures relentlessly

Consultant

- Client guide who speaks their language
- Leader oriented on project success
- Sherpa who quickly becomes an expert in new domains

Your strengths

Adaptive

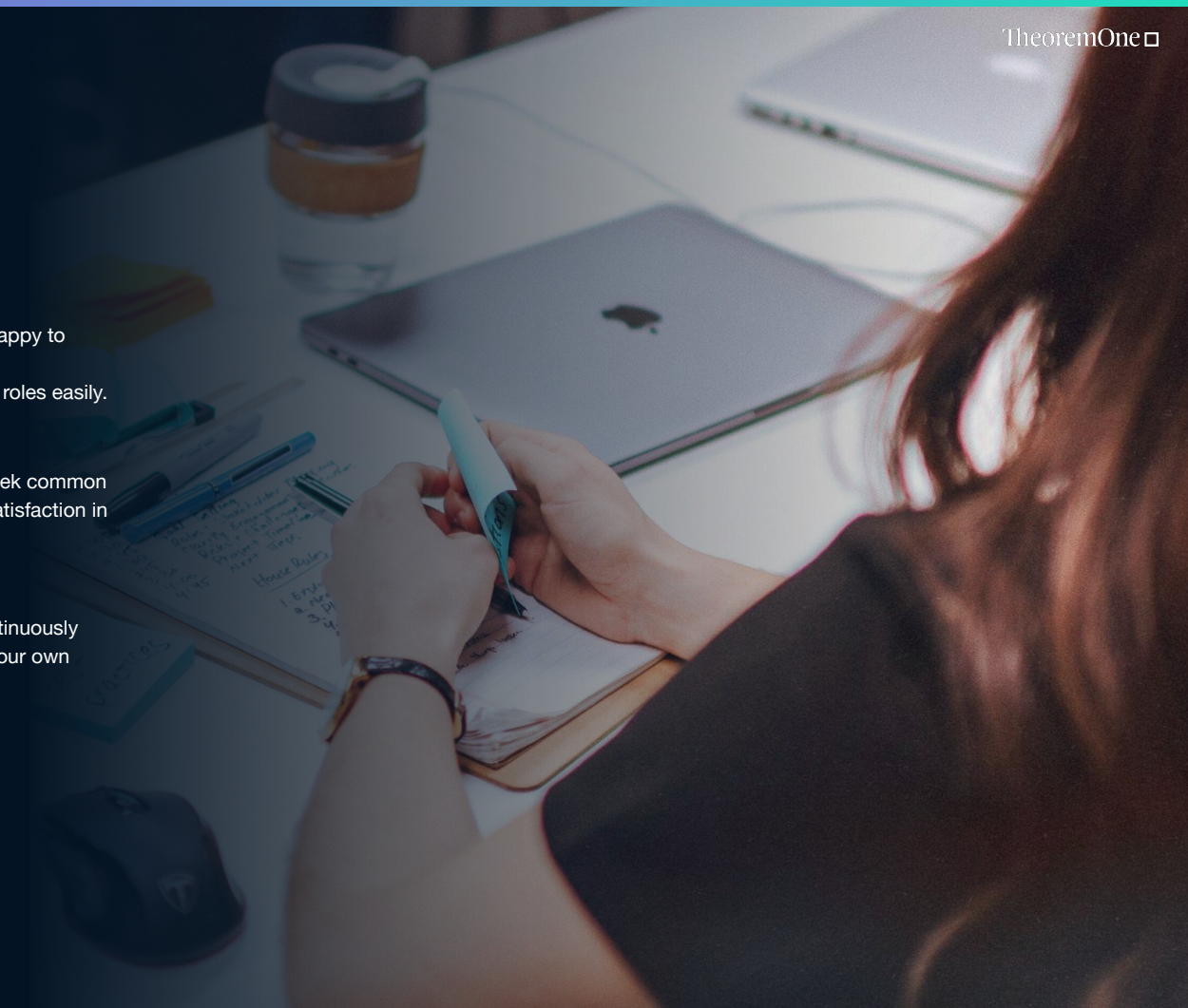
You make plans but are not inflexible — you're happy to change as needed. Adaptive people also work in unstructured environments and can take on new roles easily.

Relationships

You enjoy close relationships with others. You seek common ground and use empathy with others. You find satisfaction in working hard within a team.

Conscientious learner

You have a great desire to learn and want to continuously improve. You seek feedback and introspect on your own strengths and weaknesses.



Things you'll do day-to-day

- Set your own schedule for the day based on what you need to get done
- Collaborate with your team on defining and developing the most effective solutions
- Collaborate with your customers on setting clear goals and milestones
- Conduct product sessions with your team and customers (live wireframing, sketching, demos)
- Present product functionality to stakeholders
- Coach and mentor other developers



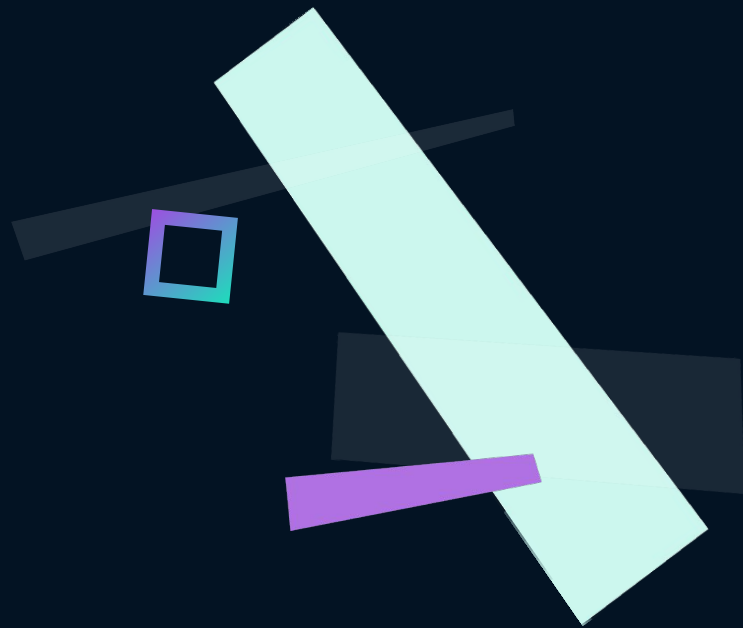
Things that matter to us

- Technically oriented
- Great team leadership
- Get things done attitude
- Excellent communicator
- Broad areas of study
- Dynamic and motivated
- Extreme ownership
- Self-starter
- Consulting experience
- Autodidact



Interviewing with TheoremOne

What to Expect



Our approach to hiring

We don't want to waste your time.

We've designed a process that collects the information we need to understand you and your capabilities.

We promise to move as quickly through the hiring process as possible while being open and honest.

We have a deep toolbox of automated testing, structured conversation, take-home assessments, and collaborative assessments; designed to ensure that every candidate receives a fair opportunity to demonstrate their capabilities.

TOOLS YOU MAY BE ASKED TO USE IN THE INTERVIEW PROCESS



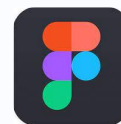
[Google Meet](#)



[Slack](#)



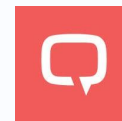
[Github](#)



[Figma](#)



[Miro](#)



[MyInterview](#)

DevSkiller

[DevSkiller](#)

Interviewing with TheoremOne

Here are some sample stages of interaction you can expect to have with the TheoremOne team. We will customize this process based on your and a role's needs, ensuring we are as efficient as possible.

Application

Even if you don't match one of the qualifications listed in a job description from our career page, we encourage you to apply for future consideration.

Skill Check

This could be an assessment, a sample project or, in some cases, a remote coding exercise. Remember, your recruiter is here to help with any questions along the way.

Recruiter Screening

This is a time for us to get to know you and for you to learn more about us. A TheoremOne team member will reach out to schedule time to discuss the role and your interest in TheoremOne.

Collaborative Assessment

Get your hands dirty and show off your craft with a TheoremOne team member riding sidecar.

Team Interview

This is your opportunity to meet with the hiring manager, potential future colleagues and an executive from your department to discuss our culture and values at TheoremOne.

Practice Area Interview

During this step, you'll dig deeper into your experience or do some real time collaboration on key skills needed for the role with an expert in your practice area.



Additional Opportunities with TheoremOne

Interested in learning about some of our other practice areas within TheoremOne? Or maybe thinking about trying something new, have a look at our other key roles at TheoremOne.

Engineering

Build solutions to complex problems that scale elegantly

Design

Design amazing things that users fall in love with

Product Management

Lead cross functional team to solve business problems

Research

Collect insights and make them actionable

Program Management

Take charge of programs — you are the captain of the ship



Learn more about TheoremOne



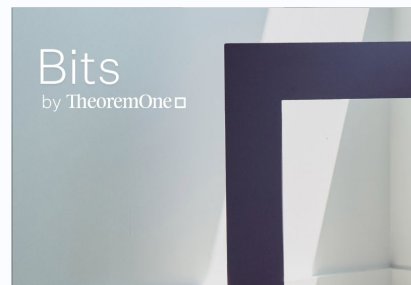
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A timely and relevant collection of short-form thought leadership. Get our perspectives on the latest technology and business news. Stay up to speed with the [TheoremOne Journal](#).



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