

Contract:

This is a contractor role, you pick your title. You are responsible for your own taxes, equipment, and business setup, and Decise does not control how, when, or where you complete your work.

This is a long-term, full-time contract role, not project-based freelancing or side hustle work.

Reporting:

We report to our clients. We don't have a ladder to climb.

If you're uncomfortable with the idea of not hunting your next promotion and not knowing what your title will be, we won't be the right fit for you.

We will not try to persuade you to leave your current job with perks or compensation. If you're happy where you're at, great, enjoy it.

Location:

Fully Remote (Occasional US travel to meet clients in-person)

You'll thrive here if:

You've been the "go-to" person in high-stakes situations.

You love solving technical problems and leading strategy convos with execs.

You prefer building to delegating, and truth to diplomacy.

About Decise:

Entering our fourth year since founding, we help our clients get the most out of technology by truly understanding their business and surfacing the best strategies for results. We sweat the details, move fast, and deliver with pride. White-glove service, blue-collar grit. We are a small and modern advisory and delivery services firm. We also build software-as-a-service solutions and we run some of the largest global analytics and visualization solutions for our clients.

We are atypical in many ways. Take for example, this role being a contract. Our entire team, including the founders, are contract-based. We have strong beliefs about the workforce of the future being highly talented and capable freelancers doing their best work, wherever they're located in the world. If you have already thought "I can start as a contractor then get to full-time" you can stop reading, because that isn't the plan.

Decise is a small company and will remain a small company for the foreseeable future. We don't pride ourselves on headcount. We pride ourselves on what we deliver for our clients. This means day-in and day-out you will play a direct and hands-on role working with clients to

influence and determine the optimal “what,” personally design the architecture and user experience for the “how,” and lead our engineering, QA, and Customer Success teams to fully deliver on our promises—not in theory, not half-done, but all the way to customer value. You will help solve our clients’ toughest problems by seeing the world how it realistically could be—balancing constraints but unencumbered by the way it has always been. This is a high performance and accountability role.

We are hiring a thinking partner for our clients. This is not a task-taker role. We’re not looking for someone who simply implements what clients ask for—we need someone who will shape what **should** be built, and **why**, bringing a confident and consultative voice to every conversation. If you’re used to clients or project managers handing you specs to execute—this won’t be the place for you. Our clients look to us for answers, not just delivery.

Why you shouldn’t apply for this role:

Decise is not a big company and we don’t operate like one. We don’t pretend to be one. Two examples. One: we don’t do daily standups. They don’t work with a globally distributed workforce, they’re frustrating, and they waste everyone’s time and money. Two: there is no “ticketing” system to assign work to others in a different division. We never say to our clients “we’ll get a ticket opened for you.” You will use chat principally to directly communicate with other team members at Decise and you will be face-to-face in front of clients running the show. Decise team members are located around the world. We have found this to be a difficult adjustment for candidates that are used to working in an office, big company setting, with primarily locally-based team members that all leave work at 5pm and don’t interact until 9am the next day. We don’t have employee resource groups, we don’t do “all hands” meetings, we don’t do “mentoring.” Unless we’re interacting with our clients, we try to have as few meetings as realistically possible. Great solutions are not usually built in meeting settings. If you’re looking for us to provide you with some form of self-actualization, we’re probably not the best place for you.

If you’re someone who tends to move on to the next shiny project before the last one is fully wrapped and delivering value—this won’t be the right place. We finish what we start. We own the outcome, not just the task. We don’t confuse “in progress” with “delivered.”

Role Overview:

We’re looking for about 10 to 15 years of work experience. Someone that may have worked at 2-3 other companies, maybe more. Ideally, you’ve worked both in-house and in a consulting or freelance role. You must have a solid technical background in software engineering, data engineering, or analytics. You like writing code. Ideally, you wish your current role allowed you to be more creative to create solutions directly instead of delegating through others. You wish your current or past opportunities were faster-paced.

You’ll write production code, develop data pipelines, craft engaging UX/visualizations, and architect technical solutions that drive our client’s success. At the same time, you’ll play a pivotal

role in our small team, setting technical roadmaps, conducting code reviews, and serving as a trusted advisor in high-stakes client meetings. You will do final QA, sign off, and actually deploy production code. You will be accountable for making sure what gets started actually ships, works, and delivers value—not just that it gets spec'ed or half-built.

You must have the drive, ambition, and communication skills to thrive in a high-level advisory role. Your work will be roughly 75% hands-on engineering (coding, analytics, deployment, SRE, configuration, and support) and 25% client-facing leadership, helping to build roadmaps, deliver new features, and ensure our clients remain 100% satisfied.

There's no "back to office" for us—this role is fully remote and will always be fully remote. We believe in the power of distributed teams.

What will you actually do?

This role works across a broad technology stack. We support a mix of code we built and code we've lifted out for our clients from other agencies. You must love technology and finding solutions, even if it's code you didn't write and you can't turn to the author to ask them questions. While you don't have to be deep in all the areas below, you have to be willing to dive headlong into the area to pull out a solution. We won't be persuading you that it needs to get done. You already know.

- You'll write production code
- You'll QA code others have written
- You'll build and deploy customer-facing apps in Google Play and Apple App Store, you'll read the reviews, you'll take pride in what customers have to say about your work.
- You'll conduct software reliability engineering (SRE) and make sure client solutions are secure and performant
- You'll write SQL
- You'll create data and build pipelines (CI/CD)
- You'll create data visualizations
- You'll use Figma to create UX designs

What technology stack is used at Decise?

We have limited legacy burden, so everything we use is fairly- to very-modern. You'll have a massive say in what stack should be used to solve a particular problem for a client. We're not looking for an opinionated, niche technologist. We're looking for someone with breadth and love of learning.

Frontend and Backend: Angular, React, Flutter, Swift, Kotlin, Go, Node.js

Data Infrastructure: Domo and Snowflake, some on-prem databases

Infrastructure is primarily AWS: AppRunner, Elastic Beanstalk, ECS, EC2, Lambda, S3, Cloudwatch, and RDS. We're heavy users of GitHub.

What to expect day-to-day:

Engineering & Data Work:

- Develop production-quality code, data pipelines, and interactive dashboards.
- Create intuitive visualizations and robust UX solutions using the Domo platform and other modern technologies.
- Architect scalable solutions that meet and exceed client requirements.
- Conduct thorough code reviews, testing, QA, and support deployments.
- Own projects from idea to impact. You'll be accountable for making sure what gets started actually ships, works, and delivers value—not just that it gets spec'ed or half-built.

Client Advisory & Delivery:

- You have to be willing to give constructive feedback, in simple non-jargony speak.
- Design technical roadmaps and strategic solutions.
- Proactively shape client strategy—don't just ask what they want, help them see what they *need*. Confidently challenge assumptions when necessary and offer better paths forward.
- Interface with high-level executives (CTOs, CMOs, CFOs, CEOs) to discuss product roadmaps, budgets, and strategic initiatives. Be an advisor.
- Represent Decise in client meetings, ensuring exceptional customer experience and long-term retention. You are a camera-on, professional, and prepared expert.
- Be a trusted advisor to our clients, understand their business needs and deliver tailored technical solutions.
- Participate in strategic discussions and provide insights to ensure client satisfaction and retention.
- Help drive new feature development and support existing systems in a rapidly growing environment. We work faster than your current or past companies, I promise you this.

Qualifications:

10–15 years of professional experience in software engineering, data engineering, analytics, or technical consulting. Management experience is somewhat helpful, but we're not hiring a "professional manager" here. Our clients are our bosses.

Demonstrated ability to build production-quality software and robust ETL/data pipeline solutions.

Proven experience with modern web technologies and data visualization tools.

Excellent written and verbal communication skills—capable of engaging with C-level executives.

Strong leadership skills and the ability to manage, teach, and inspire counterparts.

Self-starter with the drive and ambition to thrive in a fast-paced, remote environment. Your motor needs to come from within you—not the prospect of title or promotion, or (worse) fear of a negative outcome.

Compensation & Benefits:

Competitive cash compensation, we do not offer equity.

Performance-based incentives.

Fully remote work with occasional travel.

You choose where, when, and how you work. We won't provide you with a "corporate" setup.

Apply:

We don't want hundreds of AI generated job applications. We want to hear from real people that are genuinely interested and motivated to join us. So, if at all possible, you won't find this job on any of the job posting boards. If you've made it this far and you want to go for it, you can send a direct message or email to the founders, Kyle or Keela.

Interview Process:

You'll start with an hour long, video-on, Zoom conversation with the business founders and owners, Kyle and Keela. From there, we'll cut the list to the top 2-3 candidates that will interview over Zoom with current members of our team.

If you're not going to move forward, we'll tell you within 48 hours.

We're not going to do coding exercises, because they're way too easy to have ChatGPT do them. However, we will specifically ask you how you can demonstrate your skills. So if you have a GitHub profile, a website, or you have real work that is publicly available on the Internet, we will ask you about it and that will be the basis of our conversation. In addition, we will also ask you more standardized questions to understand your motivations for wanting to join Decise.