Lip-smacking personal produce available wherever you live work and play. The Sproutsio smart appliance reliably grows a wide range of tasty fruits and vegetables, from strawberries to bok choy. Our convenient soil-free system is easy to use, simple to maintain and can be controlled right from your mobile phone. No green thumbs required. Connecting to healthy and affordable produce has never been easier. Grow healthy, together.

Sproutsio Inc. was established in 2013 to provide personal produce, a new choice for growing and enjoying healthy, affordable fruits and vegetables. Our mission is to develop technologies that enable large-scale change in food production through user participation.

We strive to achieve our mission through three key components: smart appliance, community, and services.

**Head Software Engineer**
Cambridge, MA  
Full Time Position

We are looking for a Head Software Engineer to join our team and lead the Sproutsio software platform: e-commerce website and social network, mobile app, hardware architecture, and cloud database. Your mission will be to guide and oversee the design, development, operations and support of the platform. You will also be responsible for recruiting and managing our software engineering team. For consideration, please submit your information to the following: [http://sprouts.io/opportunities](http://sprouts.io/opportunities)

Your objectives will be to:

1. Deliver the software development for the Sproutsio e-commerce website and social network, mobile app, hardware architecture, and cloud database.
   a. Determine the best appropriate software tools, off the shelf components and languages for creating reliable, flexible and robust technology components.
   b. Deliver a modern and compelling style guide for the Sproutsio brand.
   c. Create and keep up to date a master development schedule including engineering, testing and release dates with sufficient level of detail on all initiatives for the next 12 months.
   d. Review the master schedule and any changes weekly with the rest of the team.
   e. Design and implement a development process methodology and system to track all proposed bugs, issues and changes by release cycle.
   f. Build and keep current an annual budget for design, development and operations activities.
2. Responsible for managing and refreshing the infrastructure and operations for all Sproutsio platform and technology components.
   a. Oversee the deployment and operations of the Sproutsio platform using the most appropriate combination of hardware, software and cloud services. Prioritize reliability, flexibility and robustness over cost.
   b. Apply the style guide to create and keep fresh designs for all new platform components including our website with social network and mobile app.
   c. Sufficiently test technology component releases before making available to the Sproutsio community.
   d. Instrument, monitor and analyze the performance and functionality of all Sproutsio technology components on a 7x24x365 basis.
   e. Provide the Sproutsio team with performance reports on a weekly basis.
   f. Notify the Sproutsio team and community in the case of planned downtime at least 24 hours ahead of time.
   g. Immediately notify the Sproutsio team of any and all unplanned outages.

3. Responsible for providing 7x24 support to the Sproutsio community for issues and problems with our website and social network, mobile app, hardware architecture, and cloud database.
   a. Provide 7x24 e-mail based support at support@sprouts.io. Respond to support emails within one hour.
   b. Deploy and manage a ticket tracking system to automatically create tickets from user requests and provide response.
   c. Create a self-service knowledgebase of known issues and FAQs to reduce the support email burden.

4. Recruit and manage A-Player design, development and operations talent.
   a. Build and keep current a 12-month hiring plan for design, development, operations and support talent.
   b. Utilize the A-Player recruiting methodology to source, screen, score and hire A-Player talent.
   c. Create scorecards for each role on the team prior to scoring and hiring candidates. Backfill score cards for all the current members on the team.
   d. Ensure each team member has proper contractor or employee agreements completed.
   e. Provide a quarterly assessment to the CEO and the individual for each member of the software technology team.

An alpha prototype of the Sproutsio system is currently built. We are looking to bring the software and services of the product to the next level. Our team is small, but we are insanely passionate about our work. We put in crazy hours, because we know we can make a remarkable difference in the world around us. The right person to join our team and lead our technology efforts:
• understands how to work efficiently with honesty and integrity,
• has a sharp sense of humor,
• is incredibly organized with attention to the smallest details,
• meets commitments and self imposed deadlines (aka just gets it done),
• is proactive and persistent and doesn’t take no for an answer,
• but is flexible and adaptable to change,
• is creative and innovative,
• is not afraid to speak their mind.