

## Software Engineer - Early Hire - Kuala Lumpur / Global

### About Us

We are an innovative IT startup looking to fundamentally change restaurant experience using the state of the art restaurant management system we are building. We are an exceptionally motivated team of technologists, who have taken significant sacrifices to make our project a reality. Despite being a small team we already spent 6 man-years on development from complete greenfield and placed solid foundations for our system. We are working hard to transform a great idea into reality and we need help from more people like us. Visit our product website at [www.NextMenu.com](http://www.NextMenu.com) for more information.

### About You

You are a seasoned hands-on technologist, you understand what it means to build and operate mission critical IT and have relevant experience to show for it. You enjoy building complex systems that simplify users' everyday life. You have contributed to either open source or private IT projects in your spare time and added substantial value to them. You are exceptionally dedicated and hardworking when you commit to a project you like. You have demonstrated in the past the ability and willingness to show a maniacal commitment to a project you worked on.

While you are really good at what you do, you don't just want to work for a large faceless corporation. You want to "be somebody" in company you work with and not just "another replaceable developer". You want to build something great that you also have ownership of. You enjoy having the freedom to act and to take decisions but you also take responsibility for the outcome. You like having skin in the game. You want to be rewarded when you go the extra mile and you want to be compensated in line with the value you deliver.

You have your areas of expertise but you also have the knowledge to work on any part of a system. You live and breathe automated testing and continuous delivery. Your work is Agile (sprints, branches, code reviews). You have a "can do" attitude. Your work is not done until it's documented. You refactor as you go and fix the issues you spot.

### About the Role

This is a unique opportunity to be part of a real startup in the narrow time window between the point of the project reaching basic critical mass and the point of commercial go-live and external investment.

You will be working closely with our founders and our core team of technologists adding features and making changes to our system. You will work independently and drive the execution to the end of the projects you take on. You will be involved in every aspect of our project and your contributions will be key to making it a success. You will be involved in architecture decisions and you will coach and support our junior team members.

The location preference is for Kuala Lumpur, where our CTO is based but the right person can work from anywhere. As a startup we must be as lean as possible and postpone unnecessary bureaucracy so the collaboration must be on a self-employed basis but we can help with that.

As an early hire, you have the right to opt for up to 50% equity as part of your compensation. We contractually commit to increase base compensation by 50% after 9 months as we secure funding. We have a fair and motivating bonus policy that applies in addition to the base amounts mentioned here. If you really prove to be a driving force in the team you will be made a Partner (like the founders) giving you access to a special pool of dilution protected equity. This is not a 9-5 job. The partners work 65+ hours per week, a senior early hire is expected to work at least 50.

Multi-year experience in the following is a must:

- core Java (data structures and libraries)
- concurrent programming (shared data across multiple repositories is changed from multiple modules with transactional logic)
- JavaScript
- highly available RESTful web services and Service Oriented Architecture

Experience in following helps but we expect you to be able to learn new technologies very quickly:

- NoSQL databases, particularly MongoDB
- HTML, CSS, AngularJS
- hardware interaction on Android devices (NFC, GPS, gyro, battery, etc ...)
- compiling custom versions of the Android OS, especially for non-Nexus devices
- networking on Linux, particularly IPsec VPN tunnels and SSL certificate based access
- infrastructure automation and management on Amazon Web Services

To apply, please send a CV and a Cover Letter to [hr@ngi.systems](mailto:hr@ngi.systems)