

Companion template for the official *friso.lol* guide on hiring. See blog post here: <https://friso.lol/the-official-frisolol-guide-to-hiring.html>

Role Name: <insert role name here>

List of activities and responsibilities of the new hire. Not the required skills or common name for the job (so don't just say "backend engineer", because that's not a responsibility).

E.g.

- Works in core product team to build back end services and collaborate on systems design and architecture.
- Deliver on high level road map goals combining guidance from product management and self organisation.
- Coaches more junior engineers on the job; inspires others to grow.

Qualitative explanation of targeted candidates, including required seniority, ideal prior experience or capabilities.

E.g. candidates with clear technical seniority, capable of taking ownership in a small organisation, who match on culture are immediately considered.

Fundamental Skills

List fundamental skills required for this role and provide a qualitative description for each. Fundamental skills are not the same thing as experience with particular tools or techniques.

E.g.

- *Distributed Systems Thinking*: you intuitively factor in different failure modes that inherently exist in a distributed setup, taking into account impact on availability and consistency.
- *Engineering Productivity*: given a new technology or unknown problem space, you understand what is the right amount of research before building a solution; balancing lead time to a working solution and technical polish.