



At Zero, we are changing the paradigm of how homeowners plan and purchase energy upgrades for their homes. We are streamlining today's time-intensive and often frustrating process with a self-serve interface that delivers actionable intelligence to homeowners so they can get their projects done without all the hassle.

It's never been more important to help homeowners understand the health of their home, how it impacts the planet, and to make it easier for them to take action. With Zero, homeowners experience a quick, no pressure, and even delightful experience purchasing upgrades for their home. And by partnering with a trusted network of Trade Partners, Zero helps to facilitate installations for heat pumps, solar panels, and electrical upgrades giving homeowners a single point of contact through their project.

### **Who we are**

Zero is on a mission to electrify every home to build a happier, healthier world. We're solving the world's hardest problem, climate change, and we're looking to grow our team with similarly minded, passionate change-makers who want to dramatically impact and improve millions of people's lives.

Born out of previous experience as a general contractor and designing remote-sensing satellites at NASA, Zero is building the toolkit to automate the design of all-electric home energy upgrades, from a distance. We are building a seamless experience for homeowners enabling them to plan, purchase, and schedule installations with certified Trade Partners, the same day.

Zero is a startup based in Denver, CO, partnered with the National Renewable Energy Lab (NREL), generating monthly revenues in the six figures, and is venture backed. Learn more at [zerohomes.io](https://zerohomes.io)

### **Who you are**

You love to get your hands dirty and are comfortable being in the trenches building and problem-solving. You're a curious, "doer" type with a bias for action, but also know when to zoom out and examine the big picture. You have broad and deep expertise in building cloud-based web/mobile software systems. You're a risk-taker, great communicator, and a phenomenal team player who has a proven track record of engineering excellence. You're passionate about climate change and want to be part of a team making a tangible impact in improving people's lives and saving the planet!

Beyond engineering, you've previously held leadership positions, have substantial experience in an early stage startup, and have both built great engineering teams and led them to build successful products.

### **What you'll do**

As one of the first full-time software engineers at Zero, you'll have a unique opportunity to build from the ground up. You'll work directly with the founder to develop our next generation product and customer experience. You will be hands-on, creating exciting applications that make it easier for homeowners to upgrade their homes, and you will also be responsible for helping to build powerful teams to deliver these applications. The software you create will change the paradigm of home improvement, enabling millions of homeowners to simply electrify their homes and helping thousands of contractors improve their businesses.





## Requirements

- 5+ years of full-stack software development experience.
- Substantial experience in an early-stage startup (e.g. ex-founders, founding engineers, one of the first 10 employees).
- Demonstrable experience building consumer mobile or web products.
- Experience with one or more cloud technologies (eg. Google, AWS, Azure) and deployment infrastructure (CI/CD, containerization, scalability, serverless).
- Experience across the entire stack, including Javascript/Python, database design, web-standards, and one or more modern frameworks.
- Strong leadership, problem-solving, analytical, and communication skills.
- Live within 50 miles of Denver, CO or willing to relocate.

## Nice to have

- Experience with residential building systems, energy efficiency, HVAC, solar, or energy.
- Experience working with a product lead to capture customer feedback and prioritize feature development

## Compensation

The expected compensation range for this role is between \$120,000-\$175,000 and between 2-5% equity depending on qualifications.

## Benefits

- Meaningful Stock Options (2-5%)
- Flexible PTO
- Health Insurance
- 401(k) Plan
- Workstation Stipend
- 1-2 WFH days per week
- Relocation (as needed)

## How to Apply

Email your resume and answers to the following questions to [careers@zerohomes.io](mailto:careers@zerohomes.io).

- What excites you about this role and why are you the right person for it?
- What is a challenging technical problem you've faced and how did you solve it?

We can't wait to hear from you!





## Interview Expectations

At Zero, we have a transparent and inclusive culture and we believe that all voices matter. To reflect that, we want to openly share what you can expect from us in this interview process.

We are looking for an experienced technologist who is committed to leading a critical arm of a small, innovative, and growing company. This role will be rigorous and require a wide-ranging skill set (but we hope fun and rewarding) and our interview process reflects that. We also understand that interviewing is a two-way street, and our intent is that our process gives you the opportunity to assess if Zero is truly the right fit for you.

Steps you'll go through:

- Two initial 30 minute screening calls: one with our wonderful recruiter, Liz Etkin, and a second with our founder. We know that the best talent can come from unexpected places or backgrounds and want to ensure we're not missing anyone.
- Next, we will invite you to a half-day interview at Zero to get to know you, your motivations, experience, technical ability, and to assess your fit with Zero. (Virtual interviews are possible for candidates not in the Denver area).
- Following this half-day interview, we will give you a structured design problem. You will have one week to prepare and will present your solution to the whole team. To set you up for success, we will share detailed guidance, documentation, and we will give you the chance to ask clarifying questions.
- We'll next assess your ability to build in-person with the team. This will start with a collaborative white-boarding session with our founder to scope a solution to a technical problem. We intend this to be reflective of real challenges you would encounter and for this to give you exposure to the expected working relationship with our founder. After this session, you'll build the designed solution (we expect you will dedicate 10 hours towards this). We understand this is a significant time commitment and for the candidates that make it to this stage, **they will be paid \$1,000 for their time** and any candidates not in the Denver area will be provided travel and a hotel.
- Finally, we will extend a final offer(s) to the strongest candidate(s).

After each stage listed above we intend to narrow our candidate pool. We commit to communicating where you are in the process honestly and as timely as possible.

