Glean

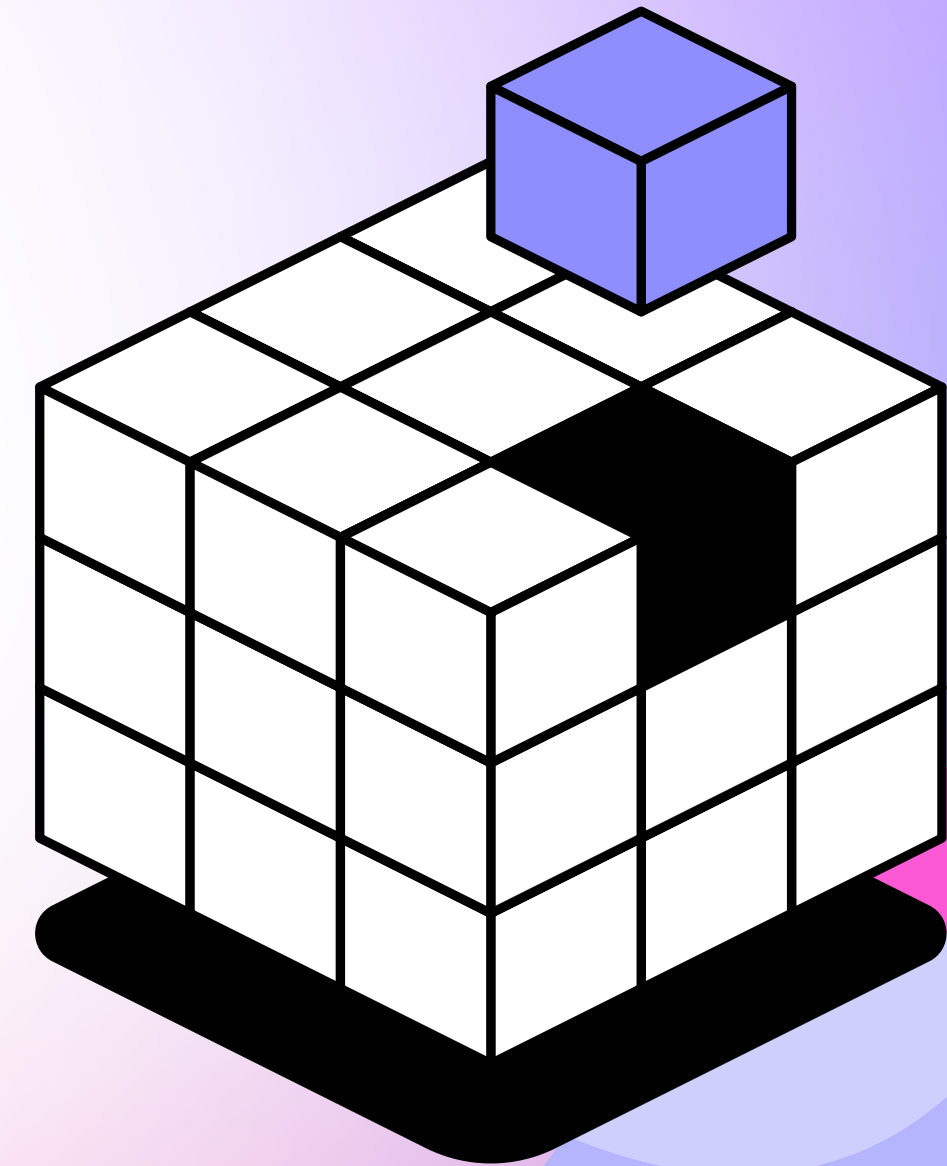# Create software that improves learning

Join us to tackle learning equality and efficacy in the classroom

Engineering principles at Glean

▶ **Testability**

- We practice continuous delivery, limit the need for out-of-hours production support, and can move fast without breaking things.

- We seek to maximise the value we get out of our automated tests that provide confidence that a feature still works, executed quickly and without flakes.

- Developers typically author the end-to-end tests, and also ensure that manual exploratory testing is well supported.

▶ **Effectiveness**

- We invest in ways in which we can work more efficiently, to try and use technology to our advantage and reduce cognitive load.

- We have tools to help set up and maintain the software stack that we need for development (Daktari), as well as scripts to diagnose problems with local environments. We share IDE and editor configuration via Git, and provide run configurations for common tasks.

- Can we use tools to automate boring things for us, or help remember things we might otherwise forget?

- We use formatters to automatically format our code.

- We track useful developer metrics, with the aim of improving life for everyone.

▶ **Simplicity**

- We focus on building "the simplest thing that could possibly work", rather than anticipating future needs that may or may not transpire.

- We practice good modularity - can we understand a class or function in isolation, or do we have to reason with other pieces of code for it to make sense?

- We fight for time to address "technical debt", in order to keep our velocity high.

▶ **Pragmatism**

- We seek to balance pragmatism with aspirations for technical excellence. If we want X, but X would be too hard or take too long, maybe we settle for Y - but at least we had a go at getting X.

- We are willing to learn and change our mind, and are eager to explore new ideas - but maybe letting early adopters iron out the kinks first!

▶ **Incremental Changes**

- We make frequent small changes to our applications, and have these released into production as soon as we can.

- We deliver basic features quickly, so users can begin to get value and we can learn from feedback about how best to improve it.

Application process

Recruiter intro (30min)

A two way introductory call to discuss your motivations and experience to assess your skills as well as an overview of the role and **a chance to ask any initial questions.**

TL chat (30min - optional)

Need some more info before you apply? From our ways of working to team culture, ask us anything on your mind in an optional 30 minute appointment (meet us all on the next page, and feel free to ask for any one of us!)

Take Home Technical task (~90min)

A chance to **demonstrate your core development skills.** This helps us to understand your technical ability.

We'd rather you didn't book time off work for an interview if we don't have capacity to support you at your current technical ability level.

Technical interview (60min)

Building on your technical task submission, we'll see your ability to **break down a problem, communicate, iterate and leverage** your most familiar development tools.

This will confirm you have the required skills to build our products and helps us figure out where you fit on our progression framework when it comes to offering you a role.

CV/Cultural interview (90min)

We'll discuss your **previous experience** to get some idea what makes you tick, what you might offer to Glean other than your technical ability, and whether Glean can offer you what you need.

The CV chat helps us understand your wider experience and skillset - important for higher levels of the progression framework. The Cultural chat gives our People and Culture department a chance to raise any concerns, and helps you figure out if this is the right place for you.

Technical Leaders

Our technical leaders are responsible for ensuring the Engineers can best support Glean in achieving its goals. We strive for sustainable velocity, engineer satisfaction and progression, and good relationships with other departments.

Jonny Mew
Principal Engineer

Jonny drives technical strategy, with a focus on fostering a culture of experimentation. His 3 kids keep him out of mischief outside of work.

Mala Benn
Head of Engineering

Mala keeps everything in Engineering running smoothly and is our main interface to the rest of the company. She is a mum of a boy and a girl and lives in the Yorkshire dales so spends a lot of time outdoors.

Natasha McCluskey
Engineering Manager

Natasha helps to lead, develop and support our engineering team. Outside of work, she enjoys travelling and spending time with her schnauzer, Bailey, who's always up for a long beach walk.

Matt Russell
Principal Engineer

Matt has ultimate accountability for the health of our codebases and technical decision-making. He enjoys Starcraft and windsurfing.

Charlene Hamiliton
Engineering Manager

Charlene helps to lead, develop and support our engineering team. She enjoys reading and long walks with Spud, her dachshund, who also enjoys adventures but is happiest curled up under a blanket fast asleep.