

CANDIDATE BRIEFING PACK

# Join an Engineering team that is as strong as oak.



# Meet the Hiring Manager



**Hugh Tamassia**

*Chief Technology Officer*

At Acorns, our mission is to look after the financial best interests of the up-and-coming beginning with the empowering step of micro-investing.

- The 182 million Americans who make less than \$100,000 a year
- The 69% of Americans who don't have \$1,000 saved
- The 60% of Americans who spend more than they make
- The 66% of Americans who can't pass a basic financial literacy test

As the leading micro-investing app in the US with over 8M investors, we make it possible for anyone to grow wealth. We've created a revolutionary financial wellness system, with investment, retirement, checking, and banking products that help customers and their families grow their money. We imagine a world where everyone has the education and tools of wealth-making.

Our Engineering team works hand-in-hand with our Product organization to build and deliver these financial wellness solutions to our customers. We are looking for dynamic leaders with vision who have the ability to drive engagement, execute and develop exceptional talent.

Our culture is purposeful and mission-driven. We are innovators. We are bold decision-makers. We are champions of positivity, curiosity, and the relentless pursuit of growth. We are a diverse group of talented individuals who come together to work hard, forge a new path, and find a way to get it done.

All in the pursuit of financial wellness.

Come be a part of the team that's making it happen.

*Hugh Tamassia*



With benevolence and courage, we look after the financial best interests of the up-and-coming; beginning with the empowering step of micro-investing.



# Our story

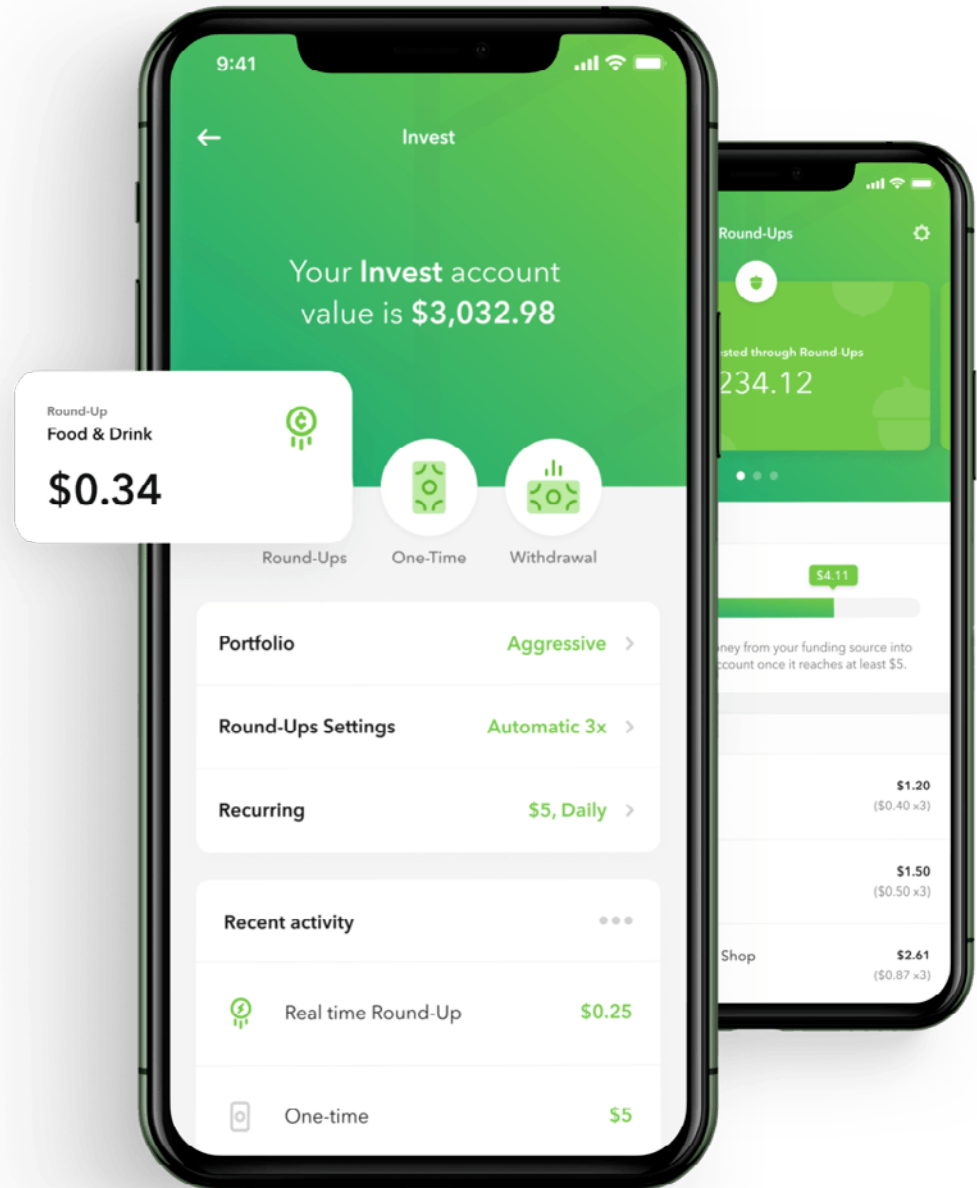
Acorns is the leading micro-investing app in the U.S. allowing users to round up their daily purchases and automatically 'Invest the Change' into a low-cost, diversified portfolio of exchange-traded funds offered by some of the world's top asset managers (including Vanguard and BlackRock).

Founded in Newport Beach, California, by father and son team Walter and Jeff Cruttenden, we provide a simple entry-point using the Acorns app on iPhone or Android.

Our customers accumulate fractional shares in one of five portfolios constructed by world-renowned Nobel Laureate economist Dr. Harry Markowitz. Smart portfolio algorithms automatically work in the background of life, helping our users build wealth naturally, pennies at a time.

As part of a \$2 billion deal with Pioneer Merger Corp, Acorns will be going public by the end of 2021 trading under the ticker OAKS, an ode to our ethos '*From Acorns mighty oaks do grow*'.

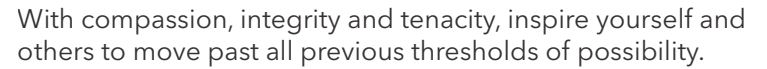
"Now was the time to go public to accelerate our growth and get the tools of responsible wealth-making in everyone's hands as fast as possible, when they need it most," said Acorns CEO Noah Kerner. "We just saw this as an accelerant on that journey."







## LEAD WITH HEART



We are creating a new world. Be optimistic, adventurous, and courageous. Leap fearlessly into the future.



Say what you mean, mean what you say, and do what you say you're going to do. We are all owners. We are one team.



Change IS the constant. Stay hungry and curious. Be relentless in the pursuit of progress.



Never settle, no excuses, nothing is impossible. Just make it happen!

We are innovators. We are bold decision makers.  
We are champions of positivity, curiosity, and the  
relentless pursuit of growth.

We are a diverse group of talented individuals  
who come together to work hard, forge a new  
path, and find a way to get it done.



# Invest in a career that invests in you



## Healthcare

We provide a comprehensive healthcare package that includes Medical, Dental, Vision, Life, and more.



## 401k

We invest in your future by offering a discretionary match.



## Equity

Become a stakeholder in the work you do at Acorns through option grants.



## Competitive Compensation

We consistently conduct market research to get the most up-to-date compensation data.



## Flexible Paid Time Off

Take the time you need to relax and recharge - and come back refreshed!



## Learning & Development

Take advantage of unlimited Udemy classes sponsored by Acorns so you can develop or pick up new skills.



## Wellness

Take advantage of our wellness programs, including a monthly wellness hour and virtual yoga classes.



## Flexible Work Hours

We're big believers in working hard, but we also know everyone's schedules can look different. Work with your manager to find a schedule that works for you.



## Quarterly Team Outing

We believe in building and nurturing relationships.



# Meet the leadership team

We believe that security is part of the value proposition.



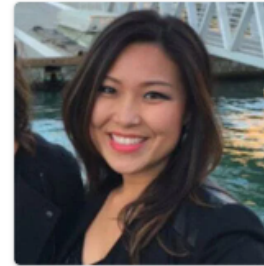
**Noah Kerner**  
Chief Executive Officer



**David Hijirida**  
President



**Rich Sullivan Jr.**  
Chief Financial Officer



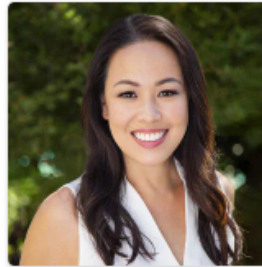
**Jasmine Lee**  
Chief Operating Officer



**Manning Field**  
Chief Business Officer



**Hugh Tamassia**  
Chief Technology Officer



**Patricia Gonzales**  
VP of Human Resources



**James Moorhead**  
Chief Marketing Officer



**Ashley Good**  
Chief Legal Officer





# We're backed by world-class investors, board members and advisors

Including:



**Ashton Kutcher**  
Investor



**Jennifer Lopez**  
Investor



**Dany Garcia**  
Investor



**Kevin Durant**  
Investor



**Dwayne Johnson**  
Investor



**PayPal**  
Investor



**BlackRock**  
Investor



**NBCUniversal**  
Investor



**Bain Capital**  
Investor



## 5 top tips to be successful at Acorns



1. Be passionate and be ready to work hard and learn a lot.
2. Be open to all possibilities & opportunities.
3. Understand our brand and ground yourself in our values.
4. Be bold, make an impact and bring meaningful change to our customers.
5. Have a voice, have a purpose and bring your true self to work everyday.



## Insider insight

"Acorns is a people-first organization. As leaders, we champion our people through a culture of engagement, transparency, stability and compassion. Everyone, without exception, is open to new ideas and focused on doing the right thing for the customer and our organization."

**- ENGINEERING TEAM LEADER**





## Insider insight

"I had cyber security, privacy and compliance experience in Fintech and Financial Institutions. I wanted to use this experience for an organization that is constantly innovating and always looking out for the financial wellness of its customers.

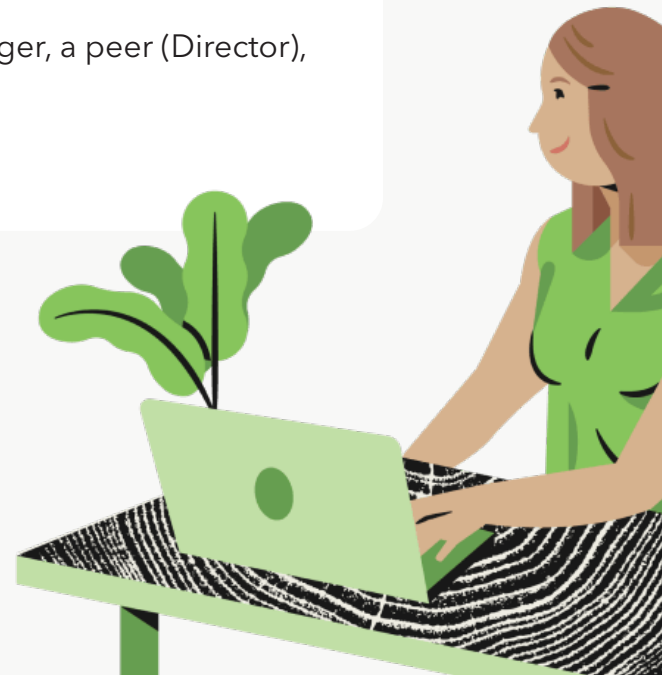
Acorns had a theme of innovation and a laser focus on delivering financial services to the up and coming. In my interviews, management promised a culture of openness and customer security as a priority. These put together were an attractive proposition for me to join Acorns."

**- INFOSEC TEAM MEMBER**



# The interview process

- Step 1** Read this pack, realise it is your dream job and send in your application.
- Step 2** A recruiter will be in touch within 2 weeks to let you know the status of your application. If qualified, we will set up a call to get to know each other better.
- Step 3** Interview with our CTO, Hugh Tamassia (1 hour duration).
- Step 4** Interview with HR discussing culture and values (30 minute duration).
- Step 5** Panel interview (3 one hour sessions) with a product manager, a peer (Director), and a staff level engineer





# The opportunity

## Engineering Director (Growth)

LOCATION: REMOTE OR BASED IN OUR IRVINE, CA OR NEW YORK, NY OFFICES

At Acorns, we're building a financial wellness system that enables everyday Americans to save and invest every day. We are transforming the category and recruiting a team that is relentless at fulfilling our mission. The Acorns team comes together everyday to deliver a revolutionary product to its customers, the up-and-coming. If you thrive in an environment where you can push yourself beyond all previous thresholds of possibility, come join us at Acorns.

Acorns is seeking a technically experienced Engineering Director to help guide and grow our multidisciplinary Growth & Experience Engineering team. The Growth and Experience team ensures that becoming a lifelong Acorns customer is easy and engaging. We drive sustainable growth by optimizing the customer journey at every touchpoint: acquisition, activation, retention, referral, and revenue.

In this role, you will manage a technical organization while collaborating across multiple different product areas to ensure delivery, innovation, scale, and the best possible experience for all users.

You are not expected to have experience with all listed requirements. If you feel passionate about Acorns' mission, vision, and values, please apply.

### ROLE & RESPONSIBILITIES

- Oversee and manage a first-class engineering organization; Help build career ladders, steer cross-team events, and build an inclusive technology workforce
- Develop and drive the technical and organizational strategy and roadmap in partnership with Product and core leadership
- Own key decisions on architecture and implementation of scalable, reliable, and cost-effective engineering
- Consistently review and refine team productivity, agile processes, and identify solutions for team effectiveness and efficiency
- Cultivate a team-oriented, supportive culture with a strong focus on creating a working environment that fosters collaboration, open communication, and delivering outcomes

### REQUIREMENTS

- 10+ years of relevant engineering experience in fast-paced environments
- 4+ years of managing software engineering teams
- Strategic experience with IOS, Android, and REACT web clients and integration with distributed cloud microservices
- Experience in Ruby on Rails, Typescript/Node.js, Java, .NET microservices or cloud-based architectures a plus
- 4+ years experience managing agile development teams, Including with distributed teams
- Experience with RESTful API's
- Experience in cloud-native environments such as AWS, GCP, or Azure
- Track record of meeting schedules on time; clearly defining deliverables and timetables, with demonstrated ability to balance multiple priorities in complex environments and manage teams to successful project completion
- Demonstrated ability as an effective mentor and coach who understands how to successfully manage a team of talented developers
- Exceptional analytical, communication, and interpersonal skills
- Bachelor's degree or equivalent experience desired
- Thirst for delivering game-changing products
- Exceptional drive and precision in delivery
- A belief that your work is tied to your life's mission
- Optimistic about the potential of societal change





Presented by

