

Join Avalonia UI

Grow your career, make an impact

# About Us

We're a dynamic startup transforming the way complex applications are built. Our flagship product, Avalonia, empowers developers to create applications that function seamlessly across all major platforms, from Windows, macOS, Linux, iOS, Android and even web browsers.

We're proud to have customers including Unity Games, KLM, and Bosch. We help them develop rich applications more efficiently for a variety of use cases. Our innovative technology is reshaping the Microsoft .NET developer ecosystem, with hundreds of thousands of developers already embracing our tools.

We have ambitious goals and seek passionate individuals to join us on this exciting journey and contribute to building our business.

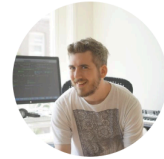
## Our Journey

Our story begins with an open-source project launched in 2013. Avalonia UI was founded in late 2019 by the key contributors to the open-source project, responding to requests from enterprises like Unity Games and Outsystems for dedicated support.

Initially, we operated as a service-based business. Now, we're transitioning to a product-focused model. Our first product, released in 2023, is already projected to account for nearly 50% of our 2024 revenue. We've shared more about our approach to creating a sustainable business model around free, open-source software in an [article on our blog](#), we encourage you to take a look.

# Meet The Team

We're a close-knit, global team that thrives on diversity of thought and experience. Though we're a small team of 10, we span 8 countries, fully embracing remote work. Our strength lies in the variety of perspectives we bring to the table, shaped by our different cultures, locations, and professional journeys. Some of us have honed our skills at companies like Microsoft and GitHub, while for others, it's their first job out of University. Diversity and inclusion are central to how we grow our team, as we believe our differences are what make us truly great.



**Mike James**  
CEO



**Steven Kirk**  
CTO



**Nikita Tsukanov**  
COO



**Max Katz**  
SOFTWARE DEVELOPER



**Benedikt Stebner**  
SOFTWARE DEVELOPER



**Julien Lebosquain**  
SOFTWARE DEVELOPER



**Jumar Macato**  
SOFTWARE DEVELOPER



**Emmanuel Hansen**  
SOFTWARE DEVELOPER



**Anastassia Pelja**  
SOFTWARE DEVELOPER



**Tim Uniewski**  
SOFTWARE DEVELOPER



**Marlene Myburgh**  
BUSINESS DEVELOPMENT EXEC

# Our Values

## Continuous Learning

We seek individuals who embrace curiosity and are relentless in expanding their knowledge and skills. A growth mindset isn't just encouraged, it's essential.

## Ownership Mindset

We value those with the drive to identify problems, take initiative, and work towards solutions. Taking ownership means delivering results with confidence and accountability.

## Innovation and Exploration

Dare to experiment, forge new paths, and thrive in dynamic, unstructured environments.

## Open Communication

Share your ideas freely. Your voice shapes our future and improves our business.

## Trust and Transparency

We believe in fostering strong relationships built on open, honest communication.

# Career Opportunities

We believe in fostering an environment where careers can flourish. As a growing startup, we offer something that larger corporations often can't: the freedom to shape your own career.

We don't believe in rigid job descriptions or inflexible roles. Instead, we encourage our team to explore their interests, develop new skills, and take on challenges that excite them. As our business expands, so do the opportunities for our employees to grow and take on increased responsibilities.

Our goal is to grow together. As you help build the company, we're committed to providing you with the opportunities and support you need to build the career you envision. Whether that means becoming a technical expert, moving into a leadership role, or carving out an entirely new position that aligns with our evolving needs, we're here to support your journey."

Join us, and let's not just create great products, but great careers too.

# Hiring Process

As part of our process, you'll have three video interviews with different members of the team. Each of them will reach out to arrange a time that suits you. Think of these interviews as conversations rather than formal Q&A sessions. We're just as interested in getting to know you as you are in getting to know us. It's a chance for us both to explore whether we're a good fit for each other.

We typically use Google Meet for these discussions. Once you receive the invite, we suggest doing a quick test to ensure everything runs smoothly on your device. We want this experience to be as comfortable and straightforward as possible.

## Video Interviews

### Getting Ready

1. Find a spot where you feel comfortable, ideally, somewhere that reflects the environment you'd be working in if you joined our team.
2. Just as you would for an in-person interview, take a moment to revisit the job description and explore our website. It's also worth reflecting on your career journey and the experiences you'd like to share with us.
3. Dress comfortably. We're pretty relaxed when it comes to attire. Jeans and t-shirts are the norm for the team, so feel free to dress in whatever makes you feel the most comfortable.

## We understand that Life happens

We're all juggling life, whether that's being parents, caregivers, pet owners, or dealing with deliveries that always seem to arrive at the worst moment. We get it: life isn't always predictable, and sometimes things don't go as planned.

If your environment isn't perfect, don't worry. Just let your interviewer know if you anticipate any disruptions, they'll understand completely. If tech issues arise, keep your phone handy as a backup for a quick switch to a phone interview. And if an interruption happens during the call, take a deep breath. It's perfectly fine, and you can always ask the interviewer to pause for a moment. We're all in this together, and we want you to be successful.

## After the interviews

We want to keep things moving along as smoothly and quickly as possible. Typically, we'll get back to you with a decision or next steps within a couple of weeks, but we'll do our best to be in touch even sooner if we can.

In the meantime, if you have any new thoughts, questions, or just want to share more with us, don't hesitate to reach out to any of your interviewers.