Twitter Thread by Don O'Leary



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1/12 After ~6 years, it's time for me to leave Stripe and start my own journey. There was a weighty responsibility ensuring Stripe Ireland was successful, but being Site Lead for much of my tenure turned out to be the greatest of privileges

2/12 Creating an environment to foster the right culture was my most important role. Early on, operational decisions were deliberate and in line with Stripe's operating principles resulting in the creation of norms by which all future hires would naturally assume

3/12 The relationship between the "Dublin Hub" and "In Country" was critical to our growth. My experience of past multinationals made for great training grounds and I'm proud that Stripe has some of the best cross EMEA team relationships in the industry

4/12 Our office processes needed to be completely redefined when our headcount grew roughly by the power of three. 3—>10—>30—>100—>300. How you share information between three people is fundamentally different to sharing between ten

5/12 six of the first twelve hires in Dublin already held senior roles in other organisations, but were rolling up their sleeves to join Stripe as ICs and build out new functions. This gave confidence to HQ and multiple international functions were soon led from Dublin

6/12 Stripe over invested in the hiring process early on, resulting in hiring the most optimistic, kind, sharp and humble people I've ever worked with. I had the privilege of interviewing the first 100, and then the first 10 hires of new functions

7/12 With little exception, they joined Stripe because of the "we haven't won yet" ethos and the impact they could have. This is still core to Stripe today

8/12 Getting Engineering to Ireland was important to create a balanced office, but will hopefully have a longer lasting effect in the industry. Having a cluster of eng development centres in Ireland is needed to attract Eng leadership from around the world

https://t.co/Qp3ZetFSiG



9/12 For me, I miss coding and I miss the maker schedule. For as long as I've had manager roles, either in engineering or sales, I've always worked my engineering projects on nights and weekends. This is a chance to concentrate fully on these

10/12 My background is a mix of Mechanical Engineering and Computer Science, and the idea of controlling and monitoring something mechanical with a piece of software, wirelessly from anywhere in the world still blows my mind

11/12 I spent a decade hearing that "this year was the year of mobile" but it eventually happened. I feel the same way about IoT and want to help realise its full potential -hit me up if you share this passion. My first project is already underway

12/12 Stripe in Dublin, London, Paris, Berlin, Amsterdam and Remote are hiring like crazy across all functions! "They" haven't won yet and there's lots to be done https://t.co/lUp8L5j5yr