

CHEATSHEET — Atlas Capital

Senior Staff Engineer, Payments Platform

"I rebuild payments infrastructure for fintechs at inflection points — from cron-and-Postgres to event-sourced ledgers, under real-money load."

Top Stories

- **FintechCo \$4B/yr ledger migration** — Settlement latency 24h → 70m P95. Three of four manual close steps eliminated. 9-month migration, zero audit findings.
- **FintechCo PCI scope reduction (14→5 services)** — \$240K/yr saved on annual audit cost. Architectural decision, not just compliance. I deferred 2 product launches to make the cut clean.
- **Settlement-diff tool co-authored with the CFO** — Caught 100% of pre-close discrepancies. Finance role shifted from "investigate every miss" to "sign off on a clean diff." Co-authorship with finance is the real unlock.
- **FintechCo team hiring 2 → 6 engineers in 18 months** — 200+ applicants, 4 senior+ hires, 4 internal senior promotions, zero attrition in 18 months. I wrote the leveling rubric they still use.

Questions to Ask

- What does the first 90 days look like for the person stepping into this seat?
- What trigger condition would force the CQRS conversation as volume grows?
- What's the operating model split between IC architect and hiring manager that Priya cares most about?
- How does Atlas source senior+ engineering candidates today?

Salary target: \$275K base · 0.10% equity · 15% bonus · \$25K sign-on. Posted range \$230-290K base — anchor at the 90th percentile.

Red Flags to Verify Live

- ☐ Confirm IC-architect AND hiring-manager scope (not just one)
- ☐ Confirm 4 → 8 hiring target is real (board-committed) or aspirational
- ☐ Verify Maya's actual day-to-day involvement vs symbolic skip-level
- ☐ Ask about the partner-bank dependency risk — what's the realistic graceful-degradation roadmap

Killer Facts to Mention

- Series D close at \$2.1B post-money (Q1 2026, Lightspeed lead) — \$120M raised
- 12-country FX settlement launched Q4 2025; Klarna + Wise as design partners Q1 2026
- Maya Park's Q3 2025 "Why event-sourcing, not CQRS" blog post is the architectural north star
- \$8B GTV in 2025 across ~120 SaaS partners
- PCI + SOC 2 are non-negotiable; SOX is a 12-month learning curve they're willing to fund

Closing line: *"I rebuilt the same kind of settlement infrastructure at FintechCo at \$4B GTV. Atlas is at \$8B and the architecture is at the same inflection point. I want to be the engineer who writes that next RFC."*