

Engineering Management

Some notes about managing a group of engineers

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The Platform team manifesto

As a Platform team, we believe in the following manifesto to guide our work towards achieving our desired engineering outcomes:

1. We prioritize a net positive for our software architecture in every epic, ensuring that each deliverable adds value to our overall system and doesn't create technical debt.
2. We are committed to successful epic delivery, meeting our deadlines and producing work that meets the highest standards of quality.
3. We believe in documented decisions and outcomes, creating a clear record of our thought processes and actions so that we can learn from them and improve over time.
4. We hold ourselves to a high standard of overall quality on our team's products, taking pride in our work and striving to produce solutions that meet or exceed our users' expectations.
5. We recognize the importance of good peer review, seeking feedback and input from our colleagues to ensure that our work is accurate, complete, and aligned with our team's goals and objectives.
6. We embrace collaboration and open communication, recognizing that our team's success depends on our ability to work together effectively and share knowledge and ideas with each other.
7. We are committed to continuous improvement, staying up to date with new technologies and methodologies and constantly seeking ways to improve our processes and deliverables.

By following this manifesto, we believe that we can build a strong, effective, and successful team that produces high-quality work and delivers value to our stakeholders.

Public Tech Company Handbooks

Comprehensive directory of 90+ companies with public handbooks, tech stacks, and engineering documentation

Full Company Handbooks

(20)

Comprehensive, GitLab-style handbooks covering operations, culture, policies, benefits, engineering, and more.

Company	URL	Notes
GitLab	handbook.gitlab.com	13,800+ pages. The gold standard. Covers every aspect of the company.
PostHog	posthog.com/handbook	15 chapters. Radical transparency on strategy, compensation. Dedicated tech stack page : React, Django, Rust, ClickHouse, Kafka, Temporal.
37signals / Basecamp	basecamp.com/handbook · GitHub	14 chapters + 9 appendices. No more than 40hrs/week, async-first. Stack: Ruby on Rails, Hotwire.
Sourcegraph	handbook.sourcegraph.com · GitHub	Company strategy, team structure, engineering processes, all departments.
Mattermost	handbook.mattermost.com	Full handbook for the open-source messaging platform.
Fleet (FleetDM)	fleetdm.com/handbook	Inspired by GitLab. Covers company, engineering, marketing, people ops.
Cal.com	handbook.cal.com	Open startup with public salaries, metrics, and full handbook.
Airbyte	handbook.airbyte.com	Full handbook for the open-source data integration company.
Remote.com	handbook.remote.com	Engineering career paths, detailed policies.
Doist	handbook.doist.com	Makers of Todoist & Twist. First public handbook released Dec 2025. Remote since 2007.
Rocket.Chat	handbook.rocket.chat	Open-source communications platform.
Open Core Ventures	handbook.opencoreventures.com	GitLab CEO's venture studio. Includes handbook template for startups.

Company	URL	Notes
Novu	handbook.novu.co	Open-source notification infrastructure. Public KPIs, roadmaps.
Strapi	handbook.strapi.io	Open-source headless CMS.
Human Made	handbook.hmn.md	WordPress enterprise agency.
CivicActions	guidebook.civicactions.com	Government digital services. Forked from 18F handbook.
TTS / 18F (GSA)	handbook.tts.gsa.gov · GitHub	US government Technology Transformation Services.
Sparksuite	handbook.sparksuite.com · GitHub	Simple, clean employee handbook.
Niteo	GitHub	Full company handbook on GitHub.
Resend	resend.com/handbook	35 posts on engineering, design, support, and marketing.

Substantial Public Handbooks (18)

Meaningful public documents — not as exhaustive as GitLab's, but still substantial references covering multiple aspects of the company.

Company	URL	Notes
Glitch	glitch.com/~handbook	Built as a Glitch app. Remixable.
Bonusly	GitHub	The "un-handbook" — minimal and anti-bureaucratic.
Clef	GitHub	Influential early open-source handbook. Frequently forked.
Made Tech	GitHub	UK digital services agency.
Mondora	GitHub	Italian B-Corp tech company.
MUI (Material UI)	Notion	Open-source React component library operations.
Warp	Notion	Modern terminal company. "How We Work" guide.
hospitable	Notion	Applicant-facing handbook.
sophilabs	Notion	Software development consultancy playbook.
Loomio Cooperative	loomio.coop	Worker-owned cooperative handbook.
DXW	playbook.dxw.com	UK digital agency playbook.
Tidepool	GitHub	Open-source diabetes technology.
Nylas	GitHub	Email/calendar API platform.
CG Cookie	GitHub	3D art education platform.
HolidayExtras	GitHub	Travel tech company culture docs.
Trussworks	guide.truss.works	Government technology consultancy.

Company	URL	Notes
Hotjar	Confluence	Behavior analytics. Public Confluence pages.
Armory	go.armory.io/iterate	Continuous deployment company.

Culture Decks & Values (13)

Public culture documentation — not a full handbook but provides significant insight into how these companies operate.

Company	URL	Notes
Netflix	jobs.netflix.com/culture	The original culture deck. 20M+ views. "Freedom & Responsibility."
HubSpot	hubspot.com/culture-code	128-slide Culture Code manifesto.
Valve	PDF	Famous comic-book-style handbook. Flat hierarchy.
Tesla	Scribd	The "Anti-Handbook Handbook" — intentionally brief.
Buffer	buffer.com/salaries · Open dashboard	Public salaries since 2013. Open salary formula, revenue dashboard.
Atlassian	atlassian.com resources	Career resources and team playbooks.
Cleo	meetcleo.com	Public performance philosophy.
Dropbox	Virtual First Toolkit	Open-source toolkit for distributed work.
Trello	Built as a Trello board	Employee manual dogfooding their own product.
Okta	rewards.okta.com	Public rewards and benefits documentation.
Infinum	infinum.com/handbook	Digital agency handbook: dev practices, design, culture.
HashiCorp	works.hashicorp.com	How HashiCorp works as a remote-first company.
Osio Labs	Blog post	Split: public handbook (tenets) + private ops manual (sensitive).

Engineering Handbooks & Tech Stacks (12)

Companies that publish detailed engineering handbooks or dedicated documentation of their tech stack, architecture decisions, and tooling choices.

Company	URL	Stack Highlights
PostHog	posthog.com/handbook/engineering/stack	Frontend: React, Redux, Kea, Ant Design. Backend: Django, Rust. Data: PostgreSQL, ClickHouse, Redis, Kafka. Orchestration: Celery, Temporal, Dagster. CI: GitHub Actions, Playwright, Pytest.
Infobip	GitBook handbook	Full engineering handbook: tech stack & architecture, code & deploy practices, observability, self-managed teams, career dev. 40+ datacenters worldwide.
Wise	2025 Stack Update	Backend: Java, Kotlin. Frontend: Next.js (CRAB), React. Mobile: Kotlin/Compose, Swift, KMP. Data: MariaDB, PostgreSQL, MongoDB, Redis, Snowflake, Iceberg. Infra: K8s (RKE2), Terraform, ArgoCD, Envoy. ML: SageMaker, MLflow, Ray Serve. LLMs: Claude, Bedrock, Gemini. Observability: LGTM stack.
Artsy	GitHub README	React, Relay, TypeScript, GraphQL, Palette design system. Open Source by Default.
Figma	Engineering blog · Values	Frontend: React, TypeScript, C++. Backend: Ruby, Go, TypeScript. LiveGraph (custom real-time DB).
Microsoft ISE	Engineering Playbook · GitHub	Open-source playbook. React, TypeScript recommended. Covers design reviews, CI/CD, observability, testing.
Raycast	Public docs	Vue.js, Gridsome, Vercel. Node.js, Express, Heroku. Linear, GitHub, Slack, Notion.

Company	URL	Stack Highlights
dwyl	GitHub	PETAL stack: Phoenix, Elixir, Tailwind, Alpine.js, LiveView. PostgreSQL. Detailed rationale with diagrams.
Spotify	Engineering blog · Backstage	Created Backstage (CNCF internal developer portal). Tech Radar plugin. Core principle: "The fewer technologies we are world class on, the faster we get."
Canva	canva.dev/engineering	Backend: Java, Kotlin, Python, Scala. Frontend: React, TypeScript. Data: Snowflake (25+ PB, 90M queries/month).
Uber	Tech Stack Part I · Part II	Python, Go, Java, Node.js. Schemaless (custom on MySQL), Riak, Cassandra. Docker, Mesos, Aurora.
Mercury Works	GitHub Pages	Dev handbook: culture, code style, UX design, front-end, back-end.

Best for stack documentation: PostHog (dedicated /engineering/stack page), Wise (periodic Tech Stack Update posts with 60+ technologies), Infobip (full GitBook engineering handbook), Uber (two-part blog series).

Public Tech Radars (9)

Tech radars visualize a company's technology choices across rings (Adopt, Trial, Assess, Hold). Living documents showing stack decisions and rationale.

Company	URL	Notes
ThoughtWorks	thoughtworks.com/radar	The original Tech Radar. Updated biannually. Industry-wide techniques, tools, platforms, languages.
Zalando	opensource.zalando.com/tech-radar · GitHub	Open-sourced the visualization tool — used by Spotify, Porsche, and many others.
Spotify	Via Backstage	Tech radar via Backstage plugin. Languages, frameworks, infrastructure, processes.
Porsche Digital	opensource.porsche.com	Forked from AOE. Multiple radar instances across divisions.
Einride	einride.engineering	Autonomous EV trucking company.
AOE	aoe.com/techradar	Open-sourced their radar framework. v8 has 230 entries from 44 authors.
Software AG	techradar.softwareag.com	Enterprise software company radar.
Digitec Galaxus	galaxus.ch/techradar	Largest Swiss online retailer.
Babbel	tech.babbel.com	Language learning platform. Methods, patterns, and tools.

Build your own: Fork [Zalando's tool](#) or [AOE's framework](#). Backstage has a [tech-radar plugin](#).

Engineering Playbooks & Frameworks (9)

Public engineering-focused documentation — career frameworks, technical playbooks, and development practices.

Company	URL	Notes
thoughtbot	thoughtbot.com/playbook	Legendary playbook. Planning, designing, developing, running software.
Monzo	GitHub	Open-source progression framework. Stack: Go, K8s, AWS, 2,800+ microservices.
Fly.io	fly.io/docs/hiring	Working at Fly.io, company levels, team structure.
Oxide Computer	RFDs	Public RFDs for transparent decision-making. Stack: Rust, custom hardware.
Basecamp Communication	basecamp.com/guides	Internal communication practices guide.
37signals Dev	dev.37signals.com	"How we do, what we do." Stack: Ruby on Rails, Hotwire, Turbo, Stimulus, Kamal.
Google Engineering Practices	Eng Practices · SRE Book	Code review guidelines. Also published SRE Book and Software Engineering at Google (free online).
Platform Engineering Playbook	platformengineeringplaybook.com	K8s, Terraform, AWS, Docker, observability. 150+ technology resources.
Ramp Builders	builders.ramp.com	Ramp's engineering blog. Deep fintech architecture posts.

Engineering Blogs with Stack Documentation (10)

Companies that publish extensive engineering blog posts documenting their architecture, stack decisions, and technical practices — goldmines for understanding real-world tech choices.

Company	URL	What They Document
Netflix	netflixtechblog.com	Java, Spring Boot, gRPC, Cassandra, GraphQL Federation. Chaos engineering (Chaos Monkey).
Stripe	stripe.com/blog/engineering	Ruby, Java, Go, Scala. API design patterns. AI coding agent harness.
Airbnb	Airbnb Engineering	React, TypeScript (migrated from JS via LLMs), Ruby on Rails, Java. Built Visx, Epoxy, Lottie.
Shopify	shopify.engineering	Largest Rails app. React Native. AI-first engineering playbook (LLM proxy, 20% productivity gains).
GitHub	github.blog/engineering	Ruby on Rails, Go, MySQL (Vitess), React. Actions architecture, Copilot internals.
Intercom	intercom.com/blog/engineering	Ruby on Rails, Ember.js, React Native, Elasticsearch.
Monzo	monzo.com/blog	Go, K8s, AWS, Cassandra, 2,800+ microservices. Migrations at scale.
Atlassian	atlassian.com/blog/technology	Java, Kotlin, React, PostgreSQL, AWS.
Twilio	Twilio Engineering	Cloud communications, API design, ML.
Grafana Labs	grafana.com/engineering	Go, React, TypeScript. LGTM stack (Loki, Grafana, Tempo, Mimir).

Find more: [kilimchoi/engineering-blogs](https://github.com/kilimchoi/engineering-blogs) (500+ company blogs) and [awesome-engineering](https://github.com/awesome-engineering/awesome-engineering) (handbooks + blogs + repos).

Curated Lists, Open Guides & Resources

Best aggregation points for discovering even more handbooks and tech documentation.

Resource	URL	What It Covers
awesome-handbooks	GitHub	The definitive curated list. 34 companies and counting.
cossmedia/company-handbooks	GitHub	Open culture company handbooks collection.
awesome-open-company	GitHub	Open salaries, metrics, processes — not just handbooks.
Handbook Directory	Buttondown newsletter	Newsletter collecting public (and leaked) handbooks.
HN Thread	Hacker News	100+ comments with handbook links from the community.
kilimchoi/engineering-blogs	GitHub	500+ company engineering blogs. Best for finding stack docs.
awesome-engineering	GitHub	Engineering blogs, handbooks, and OSS repos from top companies.
Tech Radar Examples	workingsoftware.dev	Catalog of public tech radars: ThoughtWorks, Zalando, Porsche, etc.

Open Guides & Remote Work Resources

Company	URL	Notes
Zapier	zapier.com/learn/remote-work	180-page Ultimate Guide to Remote Work. 800+ person distributed team.
Automattic	automattic.com	100% distributed (WordPress.com). Internal "Field Guide." Biannual transparency reports.
Doist (remote work)	doist.com/how-we-work	Detailed remote-first documentation.
Family	benji.org/family-values	Startup values and operating principles.

Company	URL	Notes
Holloway	holloway.com/g/remote-work	The Holloway Guide to Remote Work — free reference.

Research compiled June 6, 2026. Total: 90+ unique companies across 8 categories.