ROAM-AI HIRING HANDBOOK

Join the Autonomous Energy Revolution

Build AI-powered systems that improve production, extend equipment life, and modernize energy operations.

Be part of the ROAM-AI story as we accelerate the future of the world's most essential industry.

ROAM

AUTONOMOUS ENERGY SOLUTIONS

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"Real progress requires people who are willing to lead."

WHAT WE WANT IN BUILDERS

- ☑ Real system thinkers.
- ☑ High ownership teammates.
- ☑ People who care about impact more than optics.
- ☑ Builders who can handle ambiguity and still move.

A Letter from the Founders

Why we started ROAM-AI and the kind of people we want to build it with.

The energy industry runs on enormous amounts of capital and infrastructure. Across the world, operators manage millions of wells, billions of dollars of equipment, and incredibly complex production systems that underpin far more than fuel, they enable modern life, from transportation and power to manufacturing and supply chains.

Before starting ROAM-AI, we spent decades working directly inside these high stakes, capital intensive oil and gas operations. We managed wells, built digital systems, and worked alongside the engineers and operators responsible for keeping production running every day.

During that time we saw the same pattern repeatedly. The scale and complexity of the industry continued to grow, yet the tools available to operators often lagged far behind what modern technology could provide. Critical decisions were still being made using fragmented data, disconnected systems, and tools that had not meaningfully evolved in decades.

We believed the industry deserved better.

Eventually we reached a point where continuing to operate within those limitations no longer made sense. Instead of waiting for the right systems to appear, we decided to build them.

ROAM-AI exists to create the technology we imagined would one day be possible when we were operators ourselves. By combining artificial intelligence, physics constrained models, and real operational experience, we are building systems that help operators make better decisions and get more out of the infrastructure they manage in the field.

But technology alone does not change an industry.

REAL PROGRESS REQUIRES PEOPLE WHO ARE WILLING TO LEAD.

Industries move forward when individuals take ownership, challenge outdated assumptions, and advocate for better ways of working. They move forward when people step up and carry responsibility for improving the systems around them.

At ROAM-AI, that mindset matters as much as technical skill.

We value builders. We value people who take ownership of outcomes. And we value leaders who are willing to push an industry forward rather than simply operate within the limits it has historically accepted.

If you are someone who enjoys solving difficult problems, building real systems, and carrying the responsibility that comes with improving how an industry operates, you will find meaningful work here.

— The ROAM-AI Founding Team

Why Work at ROAM-AI

Build the future of oil and gas, the industry the world depends on.

REAL IMPACT

Our systems influence production decisions and equipment performance across operating wells. This is not theoretical work. It is applied engineering, data science, and industrial operations technology.

EXPERIENCED TEAM

Work alongside operators, engineers, and software builders who understand both the technical stack and the field environment where the technology must perform.

SMALL TEAM, LARGE INFLUENCE

The company is still early in its journey. Every person who joins has the opportunity to shape the product, influence the direction of the company, and materially affect outcomes.

HARD PROBLEMS WORTH SOLVING

Industrial AI, production optimization, edge systems, operating workflows, and autonomous decision making. These are difficult problems with immediate operational relevance.

Problems We Are Solving

The work itself should attract the right people.

OPERATIONAL DECISION SYSTEMS

Turn fragmented oilfield data into decisions that operators can actually use in real time.

FIELD, EDGE, AND CLOUD

Deploy systems that connect modern software with the realities of industrial field infrastructure.

AUTONOMOUS PERFORMANCE

Move the industry from reactive operating habits toward intelligent, increasingly autonomous execution.

PHYSICS CONSTRAINED AI

Build models that do not just look intelligent in a notebook, but perform inside live production environments.

WORKFLOW ADOPTION

Create tools that improve operator decision quality without disrupting how the business actually runs.

CAPITAL PROTECTION

Improve production and equipment run life so operators get more out of deployed capital in the field.

Operating Principles

How we operate matters as much as what we build.

1

BUILD WHAT ACTUALLY WORKS

Our technology must operate in the real world. Oil wells, pumps, and production systems do not care about elegant theory or impressive slide decks. They care about results. Every system we build must deliver measurable improvements in the field.

2

OPERATORS COME FIRST

Our customers operate complex physical systems with real economic consequences. Their success is our success. Every product decision should make operators more effective, more informed, and more confident in the decisions they make every day.

3

FIRST PRINCIPLES THINKING

The energy industry contains many established practices that have gone unquestioned for decades. At ROAM-AI we break problems down to their fundamentals. We rely on physics, data, and reasoning rather than tradition or hierarchy.

4

EXTREME OWNERSHIP

Everyone at ROAM-AI owns outcomes. If something breaks, we fix it. If a customer struggles, we help them. If a system fails, we improve it. Ownership means solving the problem, not explaining why the problem exists.

5

SPEED IS AN ADVANTAGE

Technology development in the energy industry has historically been slow. We believe progress comes from rapid learning and continuous iteration. We move quickly, test ideas, and improve systems as we learn.

6

SOLVE HARD PROBLEMS

ROAM-AI exists because difficult problems remain unsolved. Artificial intelligence, industrial systems, and real world operations create challenging technical environments. We are drawn to these challenges because solving them produces meaningful value.

7

HIGH STANDARDS

Our systems influence production and equipment performance in the field. Reliability and quality are essential. We expect careful thinking, disciplined engineering, and pride in the work we produce.

8

DATA DRIVES DECISIONS

We encourage open discussion and debate, but decisions should ultimately be grounded in evidence. Data, experimentation, and results guide the direction of our work.

Talent Philosophy

We are not trying to hire the most people. We are trying to hire the right people.

THE BAR

- Builders over spectators.
- Ownership over handoffs.
- Technical depth paired with practical execution.
- People who want hard problems, not comfort.
- People who care more about impact than optics.

WHAT WE VALUE

- Strong judgment in ambiguous environments.
- Respect for the operator and the field reality.
- Ability to move between detail and system level thinking.
- Clear communication without corporate theater.
- A genuine desire to build something meaningful with a small team.

Who Thrives at ROAM-AI

Builders tend to do well here.

WHAT STRONG CANDIDATES USUALLY SHARE

- People who enjoy creating systems, solving problems, and turning ideas into working technology.
- Curious thinkers who want to understand how complex systems operate and are comfortable digging into technical details.
- Individuals who can operate in environments where the path forward is not always perfectly defined.
- High ownership teammates who take pride in delivering meaningful results.
- People who care deeply about the quality of the work they produce and the impact it has on customers.

WHO SHOULD NOT WORK HERE

- You want a narrowly defined role where responsibilities rarely change.
- You prefer a slower paced environment where decisions take extended time to reach consensus.
- You are most comfortable in highly structured corporate systems with distributed ownership.
- You prefer to stay inside your lane rather than step outside your formal responsibilities to solve problems directly.
- You are looking for comfort first and challenge second.

What Success Looks Like

Clear expectations from day one.

30 DAYS

Build context quickly. Learn the product, customer problems, operating environment, and how the team works. Ask sharp questions and identify where you can contribute fastest.

90 DAYS

Start creating real value. Contribute to active workstreams, improve systems, and demonstrate that you can operate with ownership.

180 DAYS

Take ownership of a meaningful area. Drive progress, help solve difficult challenges, and contribute directly to product, customer, or company outcomes.

365 DAYS

Become an essential contributor. Deliver meaningful improvements, strengthen the company, and help shape the direction of the systems we are building.

Hiring Process

Clear, structured, and built to evaluate real fit.

Introductory conversation focused on background, motivations, and interests.

01

Deeper role specific discussion exploring how you approach real challenges.

02

Team conversations centered on collaboration, problem solving, and working style.

03

Founder discussion focused on mission alignment, standards, and long term fit.

04

Decision and next steps with clear follow through.

05

ROAM
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Be Part of the ROAM-AI *Success Story*

From product development and business operations to the field and customer success, we are looking for people who step in and take responsibility, not spectators. ROAM-AI is a place to build, to take ownership, and to solve problems that directly impact how the world's most essential industry operates.

IF THAT EXCITES YOU AND YOU ARE READY TO DO THE WORK, EXPLORE OUR OPEN ROLES AND FIND WHERE YOU CAN MAKE AN IMMEDIATE IMPACT.

VIEW OPEN POSITIONS