USWDS Engineering Lead

TTS is hiring for the role of GS-15 engineer for the U.S. Web Design System (USWDS). Engineers are crucial to USWDS significantly improving our services. This is an opportunity to make a huge difference in the lives of the public and for other federal agencies. This page contains a high-level summary of the role we are trying to fill.

Opportunity overview

This opportunity is located in the General Services Administration (GSA), Federal Acquisition Service (FAS), Technology Transformation Services (TTS), particularly with the U.S. Web Design System (USWDS). TTS applies modern methodologies and technologies to improve the lives of the public and public servants. We help agencies make their services more accessible, efficient, and effective with modern applications, platforms, processes, personnel, and software solutions.

USWDS shapes the future of government digital services, empowering and equipping agency digital teams across the U.S. government. The design system helps government teams align on core principles, simplify the design process, and keep their websites and services up to date over time.

Role summary

USWDS is looking for a talented software developer who will help us and our partner agencies deliver better digital services to the public. As an engineer at USWDS, you will be a builder, contributor, and catalyst. Working across TTS and the federal government on a system that supports the entirety of the U.S.'s digital government, you will solve large, complex problems while promoting user-centered, open, and transparent culture. The role involves diverse responsibilities — you might be writing code one day, meeting with staff from partner agencies another day, and launching a new release that will impact the lives of Americans across the country the next week. USWDS practices open source development; your published work here will be in the public domain.

This role may be perfect for you if you have the:

- Technical skills to tackle engineering problems
- Social skills to ask questions and work collaboratively with people from many disciplines
- Judgment to know when a design system or technical solution does or does not solve a problem

Our ideal candidate will be equally excited about sticky technical issues and intricate human ones. Impact in this role can't be measured on a GitHub contribution graph; ideal candidates should be equally comfortable writing code, explaining technical design architecture to developers, designers, program managers, and others, and leading organizational strategy and change.

USWDS is built with HTML, CSS, Sass, and JavaScript, currently moving toward Web Components–based delivery. You should have strong, demonstrable experience with JavaScript and at least one of the other languages. You should be proficient in web development and using Unix-like operating systems,and you should understand engineering best practices such as source control, automated testing, continuous integration and deployment, and peer review. The strongest candidates will have a background working on cross-functional, multidisciplinary teams that deliver digital products and services in an incremental, user-focused environment, ideally with experience in working with (if not on) a design system.

Key objectives

Key objective 1: You'll contribute high-quality, well-tested, maintainable code across USWDS's set of products, using best practices for modern software development.

- Practice and enthusiastically share engineering methodologies and tools to internal and external audiences throughout all stages of your work
- Influence roadmap planning and design using usability and accessibility research, analytics, technical feasibility, and other metrics
- Participate in code review, architecture discussions, and feature prioritization, with a focus on maintainable, long-term solutions
- Take pride of ownership in all work you touch; leave code and other work products better than you found them
- Contribute to documentation, tests, style fixes, accessibility, performance, security, and more

- Evaluate code created by contractors and community contributors
- Deliver code that's easy to deploy, update, understand, and monitor

Key objective 2: You'll positively contribute to the culture and knowledge of the USWDS team, practicing and enthusiastically sharing agile and iterative methodologies throughout our work.

- Work within a distributed, blended contractor and federal employee multidisciplinary agile team by participating in constructive discussions, openly sharing knowledge, and demonstrating value for all contributions
- Direct contractor engineers' work iteratively and effectively, providing expertise and support for planning, estimations, and prioritization
- Support a safe, inclusive workplace and a positive team culture where all team members value diversity and individual differences
- Provide visibility into progress internally and externally, communicate blockers and challenges, and ask for help when you need it
- Demonstrate a strong understanding of the elements of agile methodology (scrum, kanban, etc.), while also continuously applying appropriate methods to the way the team works together
- Practice human-centered design, accessibility, user testing, feature prioritization, DevSecOps, test-driven development, and other relevant concepts

Key objective 3: You'll meet customer expectations, along with personal and organizational goals. You'll produce high-quality results by applying development knowledge, analyzing problems, and calculating risk.

- Hold yourself and your team accountable for measurable, high-quality, timely, and cost-effective results
- Demonstrate your credibility in your area of expertise, deliver high-quality work, and accept responsibility for mistakes
- Meet the needs of internal and external customers and appropriately integrate federal community contributions and feedback to develop common solutions for a diverse, cross-platform user base — both the American public and federal digital teams
- Make well-informed, effective, and timely decisions, enabling work progress
- Identify and analyze a broad range of problems in a constructive way

- Explain engineering issues and concepts clearly to a wide range of audiences

Key objective 4: You'll lead change, both within and outside the organization, to meet organizational goals. You'll help establish an organizational vision and implement it in a continuously changing environment.

- Develop new insights and question conventional approaches
- Develop, implement, and drive technical strategy in engineering-specific, organization-wide, and government-wide contexts
- Contribute to and keep up-to-date on policies and trends that affect the system itself, as well as the organization, and shapes stakeholders' views
- Adapt to change and quickly integrate new information
- Formulate solutions and deliver consistently against objectives and priorities
- Take a long-term view and build a shared vision with others from TTS, GSA, and across the federal government
- Help communicate our USWDS engineering vision to internal and external audiences