

Performance Profile: 10x Software Engineer

10x, the federal government's very own venture studio, is seeking a versatile and talented individual to join our team as a Software Engineer. In this role, you will have the unique opportunity to work on a diverse range of projects combining your skills in software development with research, product and design-thinking to create exceptional digital experiences for the American public.

Check out [10x website](#), [process](#), and our [public project board](#) to see the types of projects we work on. If you are committed to improving government services for all who need them, and to helping the civil servants who deliver those services, this is the position for you.

Position Summary

As a Software Engineer at 10x, you will be a researcher, product designer, builder and a catalyst. As a rotating member of various product teams, you will solve large complex problems while spreading a user-centered, open, and transparent work culture. You might be writing code one day, going to meet with members from partner agencies another day, and launching a new product that will impact the lives of Americans across the country the next week. [10x is an open source team](#), so most of what you work on will be open source.

This role is perfect for you if you have a multidisciplinary skill-set and care deeply about building great public-facing digital products and services. You should be excited to apply your skills, share them with your colleagues, and learn from them in turn.

10x's core languages are Ruby, Python, JavaScript, and Go. You should have experience with at least one of those languages, and should be proficient in web development, relational databases, and using Unix-like operating systems. You should understand engineering best practices such as source control, automated testing, continuous integration and deployment, and peer review. You should be excited to build your expertise in security, privacy and compliance best practices. Good candidates will have a background working on cross-functional, multidisciplinary teams that deliver digital products and services in an incremental, user-focused environment. The best candidates will have experience participating in challenging, but productive, small-group discussions about key directional decisions for products and services that have not yet proven their value.

Key Objectives

Objective #1: You will contribute high-quality, well-tested, maintainable code across an entire project lifecycle, using modern software development best practices.

- Practice and enthusiastically share engineering methodologies and tools throughout all stages of the project lifecycle.
- Use usability research, analytics, and other metrics to influence project planning and design.
- Participate in code review, architecture discussions, and feature prioritization.
- Take pride of ownership in all projects you touch; leave code and docs better than you found them.

- Contribute to shared best practices for documentation, tests, style fixes, accessibility, performance, security, etc.
- Deliver code that is easy to deploy, update, and monitor by ensuring the tooling for this is present at the beginning of the software development cycle or by introducing tooling into an existing project as needed.

Objective #2: You will participate as part of the engineering team, practicing and enthusiastically share agile methodologies throughout all stages of the project lifecycle.

- Work within a distributed multidisciplinary agile team(s) by participating in constructive discussions, sharing knowledge openly, and demonstrating value (story-telling) for technical and non-technical contributions.
- Support a safe and inclusive workplace as well as a positive team culture where diversity and individual differences are valued and leveraged.
- Provide visibility into progress, communicate blockers and challenges, and ask for help when necessary.
- Understand elements of agile methodology (scrum, kanban, etc) without being overzealous about any particular tool or strategy.
- Practice human centered design, user testing, feature prioritization, DevOps, and other foundational best-practices of modern software product development.

Objective #3: You will meet personal and organizational goals and customer expectations. You'll produce high-quality results by collaborating, applying technical knowledge, analyzing problems, and calculating risk.

- Hold yourself and your team accountable for measurable high-quality, timely, and cost-effective results.
- Be a credible technician in your area of expertise, deliver high-quality work, and accept responsibility for mistakes.
- Regularly build your expertise in new areas as needed, both within the engineering domain and without.
- Meet the needs of internal and external customers.
- Make well-informed, effective, and timely decisions.
- Position the organization for future success by identifying new opportunities.
- Identify and analyze problems in a constructive manner.

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

- Enthusiastically learn the history of common problems in govtech, while developing new insights and questioning conventional approaches.
- Explore emerging technologies with a focus on where they intersect fundamental pain points for both the public and government digital service delivery
- Keep up-to-date on policies and trends that affect the organization and shape stakeholders' views.
- Be open to change and new information.
- Formulate and execute consistently against objectives and priorities.
- Take a long-term view and build a shared vision with others.

What's the difference between a traditional Software Developer and a 10x Software Developer?

A traditional software engineer and a 10x software engineer both work on designing, developing, and maintaining software systems. However, there are some key differences in their roles due to the nature of the 10x mission. A good 10x software developer must be able to operate within a(n):

- **Startup Ecosystem:** Work closely with Idea Authors and other stakeholders to research, validate, develop and kill or launch new products or services. They may be involved in multiple projects simultaneously, each with its own unique requirements and timelines.
- **Agile and Lean Working Style:** Work in an agile and lean startup environment, where rapid iteration and quick product development cycles are essential. Will need to adapt to changing priorities and be comfortable with ambiguity. They will be able to fall in and out of love with product or infrastructure concepts and features quickly as needs change.
- **Collaborative and Adaptable teams:** Much of the 10x venture pipeline involves interviewing experts or users and validating product or service concepts. All 10x delivery team members do this work, regardless of job title or area of expertise. They must collaborate closely with cross-functional teams, including designers, developers, product managers, experts and stakeholders. They need to be adaptable, flexible, and able to work collaboratively in a fast-paced and dynamic environment.

Additionally, 10x software engineers take a holistic approach to their work. They incorporate UX research and insights into their development process to create exceptional products and services for the American public. 10x software engineers work in a dynamic environment and have to navigate the following:

- **Stakeholder Interaction:** interact frequently with Idea Authors, leadership, and other stakeholders, given the collaborative and multifaceted way we work.
- **Context Switch:** work on a variety of projects across different government domains, product/service types, and stages of development.
- **Pace of Work:** work in a fast-paced, dynamic environment. Quickly adapt to new technologies and business models, while working on multiple projects at different stages.
- **High Risk and High Reward:** 10x takes bets across a range of high-risk problem spaces, the success of the projects is uncertain, and the majority of product and service ideas *will not succeed*. However, the potential rewards can be significant for the American public if the project is successful, and the projects we kill during validation and testing, produce valuable guidance for the rest of the govtech community.
- **Innovation and Creativity:** Due to the nature of 10x work there are opportunities to work on cutting-edge technologies and innovative solutions.

Apply and showcase your versatility and creativity as a Software Engineer at 10x!