Job Title and Summary

Backend Web Developer
An entry-level position focusing on building and maintaining server-side logic for web applications. This role exists to ensure core functionalities run smoothly, support API endpoints, and integrate with databases under guidance from more senior developers.

Responsibilities

- Write, test, and maintain backend code using languages like Python, Java, Node.js, Ruby, or PHP.
- Develop and consume RESTful APIs and integrate with frontend components.
- Design and manage database schema and queries (SQL or NoSQL).
- Debug, troubleshoot, and optimize backend performance.
- Collaborate with frontend developers and product teams to implement features.
- Maintain code quality through code reviews and version control (Git).
- Write technical documentation and follow secure coding practices.

Required Skills and Tools

- Proficiency in server-side languages such as Python, Java, Node.js (JavaScript), Ruby, or PHP.
- Database knowledge: SQL (PostgreSQL, MySQL) or NoSQL (MongoDB).
- Familiarity with frameworks: Django, Express.js, Flask, Spring Boot, or Rails.
- Version control: Git and GitHub or GitLab.
- Basic testing: unit tests, integration tests.
- Soft skills: problem-solving, communication, attention to detail, eagerness to learn.

Sample Deliverables

- API endpoints (e.g. `/users`, `/jobs`) with documentation.

- Database schema migrations and sample queries.

- Backend logic modules and unit tests.

- Bug fixes with traceable Git commits/comments.

- Performance optimization tickets or pull requests.

Ideal Work Environment

- **Company type**: startups, small agencies, nonprofits, or early-career roles in larger tech companies.

- **Work style**: team-oriented, often structured pair programming or code reviews, some mentorship. Can often offer remote or hybrid arrangements.

Growth Style and Rigor

- **Pace**: moderate; learning-focused with manageable deadlines.

- **Structure**: strong mentorship, guidance from senior engineers, incremental responsibilities.

- **Pressure**: entry-level, low to medium stress; good for building foundational backend skills.