Job Description – Software Developer

Company Overview

TechVision Solutions is a leading technology company specializing in enterprise software solutions and cloud-based applications. We serve Fortune 500 clients across finance, healthcare, and retail sectors.

Position Title

Software Developer (Mid to Senior Level)

Location

Seattle, WA (Hybrid - 3 days in office)

Employment Type

Full-Time, Permanent

Role Summary

We are seeking a talented Software Developer to join our engineering team. The ideal candidate will be responsible for designing, developing, and maintaining scalable backend services and full-stack applications that power our enterprise platforms. You will work closely with cross-functional teams to deliver high-quality software solutions that meet business objectives and enhance user experience.

Key Responsibilities

- **Application Development**: Design, develop, test, and deploy scalable backend services and APIs using modern programming languages and frameworks
- **System Architecture**: Contribute to architectural decisions and technical design documentation for new features and system enhancements
- **Code Quality**: Write clean, maintainable, and well-documented code following industry best practices and coding standards
- **Database Management**: Design and optimize database schemas, queries, and data models for performance and scalability
- **Collaboration**: Work closely with product managers, designers, and other engineers to translate requirements into technical solutions
- **Code Reviews**: Participate in peer code reviews to ensure code quality and knowledge sharing across the team
- **Testing & Debugging**: Develop and maintain unit tests, integration tests, and participate in troubleshooting production issues
- **Cloud Deployment**: Deploy and manage applications on cloud platforms with focus on reliability and performance
- **Continuous Improvement**: Stay current with emerging technologies and propose improvements to existing systems and processes
- **Mentorship**: Provide guidance and technical mentorship to junior team members

Required Skills & Qualifications

Technical Skills

- **Programming Languages**: Strong proficiency in at least two of: Python, Java, C#, JavaScript/TypeScript, Go
- **Backend Development**: Solid experience with RESTful API design and microservices architecture
- **Databases**: Hands-on experience with both SQL (PostgreSQL, MySQL) and NoSQL (MongoDB, Redis) databases
- **Web Frameworks**: Experience with frameworks such as Django, Flask, Spring Boot, .NET Core, Express.js, or FastAPI
- **Version Control**: Proficient with Git and collaborative development workflows (pull requests, code reviews)
- **Problem-Solving**: Strong analytical and problem-solving skills with attention to detail
- **System Design**: Understanding of design patterns, data structures, and algorithms

Professional Skills

- **Experience Level**: 4-7 years of professional software development experience
- **Education**: Bachelor's degree in Computer Science, Software Engineering, or related field (or equivalent practical experience)
- **Communication**: Excellent written and verbal communication skills
- **Team Player**: Proven ability to work effectively in collaborative team environments
- **Agile Methodology**: Experience working in Agile/Scrum development environments

Preferred Skills & Qualifications

- **Cloud Platforms**: Experience with AWS, Azure, or Google Cloud Platform (compute, storage, networking services)
- **Containerization**: Hands-on experience with Docker and Kubernetes for container orchestration
- **CI/CD**: Familiarity with CI/CD pipelines using Jenkins, GitHub Actions, GitLab CI, or Azure DevOps
- **Frontend Skills**: Basic understanding of frontend technologies (React, Angular, Vue.js)
- **Message Queues**: Experience with message brokers like RabbitMQ, Kafka, or Azure Service Bus
- **Monitoring & Logging**: Knowledge of monitoring tools (Prometheus, Grafana, ELK stack, Application Insights)
- **Security**: Understanding of application security best practices (OWASP, authentication, authorization)
- **Performance Optimization**: Experience with application profiling and performance tuning
- **Certifications**: AWS Certified Developer, Microsoft Certified: Azure Developer Associate, or similar certifications

Tools & Technologies

Primary Stack

- **Languages**: Python, Java, JavaScript/TypeScript
- **Frameworks**: Django, Spring Boot, Node.js
- **Databases**: PostgreSQL, MongoDB, Redis
- **Cloud**: AWS (EC2, S3, Lambda, RDS) or Azure (App Services, Functions, SQL Database)
- **DevOps**: Docker, Kubernetes, GitHub Actions, Terraform

- **Testing**: Jest, PyTest, JUnit, Postman

Development Tools

- **IDEs**: VS Code, IntelliJ IDEA, PyCharm
- **API Development**: Swagger/OpenAPI, Postman
- **Project Management**: Jira, Confluence
- **Communication**: Slack, Microsoft Teams

Key Performance Indicators (KPIs)

1. **Code Quality Metrics**
   - Code coverage: Maintain >80% unit test coverage
   - Code review turnaround: Review PRs within 24 hours
   - Bug density: <0.5 bugs per 1000 lines of code in production
2. **Delivery Metrics**
   - Sprint commitment: Successfully deliver 85%+ of committed story points
   - Feature delivery: Complete assigned features within estimated timelines
   - Time to market: Reduce feature development cycle time by 10% year-over-year
3. **Technical Excellence**
   - System uptime: Contribute to maintaining 99.9% service availability
   - Performance optimization: Improve API response times by 15% annually
   - Technical debt: Allocate 20% of sprint capacity to technical improvements
4. **Collaboration & Growth**
   - Knowledge sharing: Present at least 2 technical demos/talks per quarter
   - Code reviews: Participate in minimum 5 code reviews per week
   - Mentorship: Support at least 1 junior developer per quarter

Performance Expectations

First 30 Days

- Complete onboarding and familiarize yourself with codebase, architecture, and development workflows
- Submit at least 3 meaningful pull requests (bug fixes or small features)
- Participate actively in team meetings and code reviews
- Set up complete local development environment and understand CI/CD pipelines

First 90 Days

- Take ownership of at least one medium-sized feature from design to deployment
- Demonstrate understanding of system architecture and make constructive technical suggestions
- Achieve 75%+ code coverage on all new code contributions
- Build strong working relationships with team members and stakeholders

First 6 Months

- Lead the design and implementation of significant features or services
- Identify and resolve technical debt or performance bottlenecks
- Mentor junior developers and contribute to team knowledge base
- Consistently deliver high-quality code that meets or exceeds team standards

Ongoing

- Continuously expand technical expertise and share knowledge with the team
- Proactively identify opportunities for system improvements and innovation
- Maintain high standards for code quality, security, and performance

- Contribute to team culture and collaborate effectively across departments

Compensation & Benefits

- **Salary Range**: $110,000 - $145,000 per year (based on experience)
- **Bonus**: Annual performance bonus up to 15%
- **Equity**: Stock options package
- **Health**: Comprehensive medical, dental, and vision insurance
- **Retirement**: 401(k) with 5% company match
- **Time Off**: 20 days PTO + 10 company holidays
- **Learning**: $2,000 annual professional development budget
- **Remote**: Flexible hybrid work arrangement
- **Other**: Gym membership, commuter benefits, ergonomic home office setup

Application Process

1. Submit your resume and cover letter
2. Initial phone screening (30 minutes)
3. Technical assessment (coding challenge)
4. Virtual technical interview (90 minutes)
5. Behavioral interview with hiring manager (60 minutes)
6. Team fit interview (45 minutes)
7. Offer and negotiation

Equal Opportunity Employer

TechVision Solutions is committed to creating a diverse and inclusive workplace. We are an equal opportunity employer and do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, disability, age, or any other protected characteristic.

To Apply: Please submit your application through our careers portal at careers.techvision.com or email your resume to with the subject line "Software Developer Application - [Your Name]"

Application Deadline: Open until filled

Contact: For questions about this position, please contact Sarah Mitchell, Technical Recruiter, at