

Note: A detailed definition of success for this role can be found at the following location:

https://github.com/CureMintInc/senior_software_engineer

Dear future CureMint® senior software engineer,

I hope this job description finds you well! Did you hear the joke about the engineer that walked into an interview process? Hah me neither. Who is doing in-person interviews these days anyway?

Ah-ha! You are still reading which means my terrible joke didn't scare you away! (either that or you are hanging on to see how far off the rails this really goes...) There are tons of companies out there looking for software engineers, so let me tell you why you might consider CureMint®.

Who are we?

We are a team of smart people working on fun problems. Our purpose is to empower people to focus on what transforms their lives. We do this by creating meaningful software that removes the costly procurement inefficiencies that plague small to medium size businesses. We've focused our energy initially on the rapidly evolving dental industry.

Our core values act as our north star and guide us towards assembling a team of fun, motivated, talented, and empowered people.

- Team First
- Maniacal pursuit towards Greatness
- Compassionate Candor
- Have Fun
- Diversity is more than a Word
- Care

- Little things matter

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

Where are we now?

Other than floating through space on the back of a pale blue dot? Well, we have built a pretty awesome product. Thousands of people use it and as a result, they spend less time buying stuff and more time helping people.

Currently, our product enables dental organizations to unify all of their business shopping into one easy online portal. After they have made a purchase, we help them keep track of their billing and automatically detect when they are being overcharged or incorrectly invoiced.

Where are we going?

To the mooooooooooon! Well, not the real moon but maybe a metaphorical one. We are crafting the Mintiverse and want your help!

The Mintiverse is what you get when you create the most interconnected procurement platform on the planet (and beyond). Through data exchanges and integrations we are crafting an ecosystem of capabilities with CureMint® at its core. Machine learning will allow us to automate and optimize business purchasing.

The future is bright!

What role will you play in getting us there?

We need smart and motivated software engineers to make the Mintiverse a reality. We need both frontend and backend expertise. At CureMint® you will be expected to:

- Be a leader within our engineering team
- Bring knowledge and expertise to the team that elevates us all
- Call out better ways to do things when you see them
- Talk directly to customers and learn about their challenges
- Own product outcomes and see them through to release
- Learn fast and teach others as you go
- Build, measure, test, and optimize solutions to make sure they are achieving the intended outcome
- Write clean and well-abstracted code
- Write automated tests that verify the functionality of your code
- Help us evolve our engineering best practices
- Pair program with other engineers and review code daily
- Write documentation that teaches others how to use your code.
- Foster an inclusive and equitable engineering culture
- Have fun!

What is expected of you in the first month?

The first month will focus on learning. You will be trained on our industry, our product, our codebase, and the CureMint® way of doing things. You and your manager will set goals together that identify clear targets. In the first month you will:

- Pair program with other engineers
- Set up your development environment
- Shadow one of our engineering pods
- Engage in peer code reviews daily
- Meet people from every department in the company
- Connect daily with your code buddy
- Make your first code contributions

What is expected of you after three months?

By three months in you should be falling into a good working groove. You will have accumulated enough knowledge to succeed at most tasks. You will be expected to:

- Own specific product outcomes and objectives
- Create build plans that lay out the path to success on an objective
- Communicate your progress on a daily basis
- Collaborate with product, design, and other engineers daily
- Complete your engineering tasks largely on your own
- Diagnose and solve bugs on your own

What are the characteristics of people who have succeeded in this role?

- They want to do more than just write code
- They have experience with our tech stack (ReactJS, Laravel, GraphQL, Node, AWS, Lambda, Docker)
- They have a natural curiosity for how things work. “It’s magic” is not an acceptable answer to them.
- They are detail-oriented and think beyond the happy path solution
- They are empathetic and care about other people.
- They are capable of delivering critical feedback with compassion
- They can learn new things quickly
- They challenge the status quo and are hungry to take action
- They do not shy away from a challenge because it is hard

What are some of the benefits of this role?

- We give you dollars
- Generous PTO policy
- Equity options
- Health insurance
- Dental insurance

- 401k

By now I hope you have a pretty good feel for who we are and what we are trying to accomplish. We work hard and have a lot of fun doing it. We are building something bigger than any of us and need you on our team to get there.

I will leave you with this promise: You will grow as an engineer faster than you have ever grown and learn more than you ever thought was possible on this team. And you will have fun doing it.

Sincerely,

Christopher Rathgeb

Co-Founder and CTO

CureMint®, Inc

