

Senior Software Engineer (Back End)

Toronto, Ontario

Engineering /Full-Time/ Remote

ABOUT MAPLE

Founded in 2015, Maple is a fast-growing health tech company with a vision to power the future of healthcare by building a connected and superior experience for patients, doctors, and other types of health providers.

We offer virtual care services across multiple distribution channels, including Direct-to-Consumer ("B2C"), Employers and Private Insurers ("B2B") and Public Sector Institutions ("B2I"). With a growing network of 2,000+ healthcare providers and nearly 4 million Canadians with access to our services, Maple is one of Canada's fastest-growing virtual care companies.

We have established an entrepreneurial culture centered around our purpose to support people's health and well-being, and to strengthen the healthcare system. We attribute our success to our team, who has helped us achieve numerous noteworthy awards including: LinkedIn's Top 10 Startups, Deloitte Canada's Technology Fast 50, Globe & Mail's Top Growing Companies in Canada, North America's Inspiring Workplaces, and Glory Professional's The Power 50: Canada's Most Impactful Companies.

THE POSITION

We're growing our engineering team in order to scale multiple business lines and enhance access to healthcare for Canadians. We're looking for passionate developers who want to make an impact and thrive in a fast-paced, dynamic environment with an open culture and flat hierarchy.

At Maple, Senior Back End Developers champion the principles of DevOps and the values of an open source community — automation and a self-serve developer experience are key to our platform's success. We have comprehensive test suites using PHPUnit, Cypress, and k6 load testing, along with branch-level API previews orchestrated through Ansible and Terraform. Our bi-directional OpenAPIs are built with a Documentation-as-Code philosophy to support fast, efficient, and elegant development of features on top of a stable platform. Our goal is to build and scale real-time interactions between patients and doctors.

We'll support and challenge you as you develop your technical and leadership skills in a scaling environment. You're someone who enjoys thinking creatively, solving challenges, and coming up with fresh ideas to design the world's leading virtual healthcare platform.

Critical to success in this role will be your proficiency in PHP/Laravel, back-end best practices, and Object-Oriented Programming—ensuring impactful contributions to

our platform. Beyond your deep technical expertise, your ability to mentor and coach while fostering collaboration among fellow developers will elevate the entire team's capabilities. Through effective communication and collaborative problem-solving within cross-functional teams, you will play a key role in our delivery of successful user-facing products.

12 – 18 MONTH DELIVERABLES

Within the first 90 days, you'll immerse yourself in our dynamic technical environment, contributing to the implementation of key features for Maple's web and mobile experience.

Over the next 12 to 18 months, your focus will be on the continued evolution of Maple's virtual healthcare platform. Leading or significantly contributing to key features and improvements, you'll partner with your squad consisting of developers, designers, and product managers, contribute to architectural decisions, and collaborate on product excellence.

CANDIDATE PROFILE

- The ideal candidate has at least 5 years of experience building robust and scalable solutions using PHP/Laravel.
- The ideal candidate champions the principles of DevOps with a strong understanding of the values of an open-source community.
- The candidate has a proven track record in implementing automation solutions and familiarity with automation tools to ensure a self-serve developer experience.
- The candidate has extensive experience with comprehensive test suites, including PHPUnit, Cypress, and k6 load testing, coupled with the ability to design and execute effective testing strategies for backend development.
- The ideal candidate has hands-on experience with infrastructure orchestration tools such as Ansible and Terraform and knowledge of branch-level API previews and their orchestration.
- The ideal candidate is proficient in developing and maintaining bi-directional OpenAPIs and has a strong familiarity with a Documentation-as-Code philosophy for efficient development.
- The candidate has experience in ensuring platform reliability and scalability. A background in building and scaling real-time interaction systems with knowledge of technologies and architectures supporting real-time communication is considered an asset.
- The ideal candidate is comfortable in a scaling environment and eager to take on challenges. They possess the ability to think creatively and solve complex challenges in order to come up with fresh ideas for

designing innovative solutions. Previous experience in the development of healthcare platforms is a plus.

- The ideal candidate thrives in a fast-paced and dynamic work environment with the ability to adapt quickly to changes and contribute effectively to the team's goals in an open culture with a flat hierarchy.

***Not checking every box?** Please apply anyway. We understand that candidates have different experiences that may make them a fantastic fit for this position, and for Maple. We value equity, diversity, and inclusion, and we're committed to providing fair and equal opportunities to all applicants. We also want to provide an accessible interview process, so if there's any accommodations that would make your experience more comfortable, please let us know.*

KEY COMPETENCIES

- Technical Expertise
- Problem-Solving
- Software Development Lifecycle
- Automation and Deployment
- Cloud Infrastructure
- Process-driven
- Communication
- Collaboration
- Continuous Learning

CULTURE AND ORGANIZATIONAL FIT

The Maple team is:

Passionate: We believe deeply in our company's purpose and what we're trying to accomplish as a team. We want all colleagues to feel passionate about improving access to high-quality healthcare through the power of technology, and to make a positive impact with the work we do, where we work, and in the community.

Supportive: We're a diverse community that recognizes and embraces the individual differences of our people. We have fun coming to work and bringing the best out of each other. We value and encourage different and diverse perspectives from all parts of the organization.

United: We leave our egos at the door and act with humility. We work collaboratively to overcome obstacles that arise, and we're united in our purpose and bringing our ambitious goals to life.

Creative: We challenge the status quo of what we think is possible with how we approach our work and projects, celebrating bold thinking. We're focused on our priorities yet remain agile in how we deliver on our goals.

WORKING AT MAPLE

We want you to love working at Maple. We want you to feel challenged and supported, cared for, and driven. Just as we're driven to grow, to improve, to iterate our products and services, we want you to take the same mindset as you work towards achieving your personal best. We can all learn, we can all develop, and we can all power the future of healthcare. But we can only do it together. At Maple, we are a team first and foremost. Your success is our success.

In order to support your health and well-being, we offer a comprehensive set of benefits and perks, including:

Monthly Maple Labs: Take the first Friday of every month to work on impactful passion projects.

Health and dental benefits, insurance: Through our Group Benefits, you'll get access to dental benefits, extended healthcare benefits for drugs, vision, paramedical coverage (e.g. massage therapists, dieticians, mental health professionals), counseling, health service navigation, life insurance, critical illness and disability insurance, and more.

Dedicated Health Spending Account ("HSA"): An additional budget available for you to spend on health-related expenses (e.g. eyeglasses, therapy).

Dedicated Wellness Budget: Spend your budget on activities that support your physical and mental wellness.

Maple Coverage: You'll get unlimited access to Maple for primary care, and a package of therapy consultations.

Paid Health Days: In addition to paid vacation, you'll receive 10 Paid Health Days for you to use when you're suddenly feeling sick and unable to work, whether it's a physical or mental health condition, to attend healthcare appointments and procedures, or if you need to support a loved one with their healthcare needs.

Pregnancy and Parental Leave: We support parents who are welcoming a child into their life in a variety of ways, including a Supplemental Unemployment Benefit based on eligibility.

Professional Development Budget: We encourage all team members to seek opportunities for growth and learning to support professional development. That's why your Branch Out Budget ("BOB") is designed to reimburse you for expenses related to any meaningful professional development opportunities.

Please note that any offer of employment may be subject to verification of employment and education background checks, including a criminal record check.