

Job Title: Front-End Developer

Location: Flexible

Employment Type: Full-time

### 1. Role Summary / Purpose of the Role

We are looking for a Front-End Developer to build and improve user-facing web interfaces for our web applications and websites. The role focuses on turning UI/UX designs into working interfaces, maintaining existing pages, fixing UI bugs, and ensuring a good user experience. Candidates with different levels of experience (from junior to senior) are welcome, as long as they can perform the main responsibilities of the role.

### 2. Key Responsibilities

- Build and update web pages and UI components using HTML, CSS, and JavaScript.
- Implement responsive layouts that work on desktop, tablet, and mobile devices.
- Connect front-end components to APIs to fetch and display data.
- Fix UI bugs, layout problems, and basic performance issues.
- Collaborate with designers and back-end developers to understand and implement requirements.
- Follow simple coding standards, version control practices, and documentation guidelines.
- Suggest improvements to usability and front-end implementation where appropriate.

### 3. Must-Have Requirements (Hard Screening Criteria)

These are the minimum requirements for the role. More experience than this is acceptable and should NOT be considered a negative point:

- Practical experience building front-end interfaces (through work experience, internships, or serious personal/academic projects).
- Solid understanding of:
  - HTML5 (semantic elements, forms, basic structure)
  - CSS3 (layouts, positioning, responsive basics, fonts, colors)
  - JavaScript (ES6 basics: variables, functions, arrays, events, simple DOM manipulation)
- Experience with at least one of the following:
  - A modern front-end framework (e.g., React, Vue, or Angular)

OR

- A CSS framework (e.g., Bootstrap, Tailwind) combined with strong vanilla JavaScript.
- Basic familiarity with Git and common workflows (clone, commit, push, pull).
- Ability to read and understand design mockups (e.g., Figma, XD, or similar) and translate them into code.
- Ability to debug simple front-end issues using browser developer tools.

### 4. Nice-to-Have / Preferred Requirements

These are advantages but not required. Candidates who do not have these can still be a good fit if they meet the Must-Haves:

- Experience with React and its ecosystem (hooks, basic state management, routing).
- Experience with TypeScript in front-end projects.
- Experience connecting to REST APIs and handling JSON data in more complex flows.
- Exposure to performance optimization and accessibility best practices.
- Basic front-end testing (e.g., Jest, React Testing Library, or similar).
- Experience working in a team environment (Agile/Scrum, code reviews).

### 5. Technical Skills

- Core Web: HTML5, CSS3, JavaScript (ES6+).
- Frameworks / Libraries: At least one of React, Vue, Angular, or strong vanilla JS with a CSS framework.
- Tooling: npm/yarn, bundlers or build tools is a plus (Webpack, Vite, etc.).

- Version Control: Git and a code hosting platform (GitHub, GitLab, Bitbucket).

## 6. Soft Skills

- Ability to learn and adapt to existing codebases and standards.
- Clear and simple communication with team members.
- Attention to detail when implementing designs and fixing UI issues.
- Ability to manage tasks, ask questions when requirements are unclear, and work both independently and with others.

Note for evaluation:

- Extra years of experience or higher seniority should be considered a plus, not a negative, as long as the candidate can perform the responsibilities of this role.