



Senior Software Engineer

Make up your own title, just share our vision

Equity 5%-10%

Defined Distribution 2-4K (US) per month

Tired of people always pitching you ideas but finding no promise or product behind the vapor? Can you take a website that should probably have stayed vanilla HTML/CSS and turn it into a responsive web app using Javascript and JQuery? Are you looking to join a group of founders committed to people over product and profit?

If you are an entrepreneurial engineer who wanted to start a business but didn't have an idea with Product Market Fit you might want to join our team.

Job Description:

We are looking to recruit not only our senior engineer but someone who wants to help shape. [ReVIEW Talent Feedback System](#) for years to come. ReVIEW is a talent management app primarily targeted at the K12 and higher education spaces. We believe the best way to improve the capacity of employees is by coaching supervisors to deliver high quality feedback.

ReVIEW Talent Feedback System did over 100K in sales last year and has more than a 1,000 users.

Responsibilities:

ReVIEW Talent Feedback System is built together using Javascript and JQuery connected to mongoDB running on Ruby on Rails.

Right now we need more frontend love so having skill with HTML/CSS/Javascript is a must.

You will use your knowledge to develop reusable code and libraries and also telling us we are crazy when we dream up impossible UI/UX designs.

We plan on growing a lot so optimizing existing components for scale will be important as well.

If you also have the right backend experience you can move to the front of the line. We want to develop APIs and use SDKs to play with others, let alone deal with our own server side logic.

Knowing Ruby would be a huge plus but not required. We are willing to let you (and pay you to) learn. Part of the job, if it's something that sounds fun, could involve contributing to developing open source gems to support running Badges on Ruby on Rails.

In fact over time we hope to build in time and pay for you to work on Open Source projects of our choice.

Any data visualization experience would be useful. Our customers love shiny graphs. They enjoy accurate shiny graphs even more. We do some weird statistical stuff so a knowledge of R would be invaluable.

Details:

You do not need to be a master of any skill required to meet your responsibilities. Just be willing to admit what you don't know and then know how to go out and learn it.

We are not yet in a position to offer salary. We can offer equity and a defined distribution until our revenue predictions support a senior engineer. You have our promise to be first hire, even before us. We understand you might take on other client work. We both do.

The position will be remote and our set-up is a mix of Google Apps, Slack, and GitHub. We want you to shape our workflow more than have you try to conform at all.

To Apply:

Please send or include links to any of the following channels where you represent yourself professionally.

- Your website(s)
- GitHub Profile
- Twitter Profile
- LinkedIn Profile
- Medium Profile
- Anywhere else where you document work

Also send links and describe (>200 words or 1 min video) the coolest thing you have ever made and the hardest thing you have ever made. This could be the same project or two different projects.

Finally let us know why we should pick you as our engineer. This again could be a written (>200 words) message, a video, an interpretive dance, a website, or an app. The message, not the mode matter to us.

No resumes please. Send all the materials to greg@reviewtalentfeedback.com. We will be asking for references at a later date.

No recruiters.

This call is open until filled.