Software Engineer - Fullstack at Microsoft

As a Software Engineer, the individual will develop software, tools, and code to be used in support of design, infrastructure, and technology platforms as well as commercial or end-user applications. This role involves creating and implementing extensible and maintainable code, partnering with stakeholders to determine user requirements, and assuring the quality of solutions through testing, debugging, and monitoring telemetry.

Software Engineering by Microsoft

Job number: 1885860. This is a general, remote (US-based) application for a full-stack individual contributor role (IC2), focusing on a broad range of software development tasks across Microsoft's products and services. The company emphasizes a culture of **"learn-it-alls rather than know-it-alls."**

- **Field:** Software Engineering
- **Pay range (IC2):** $84,200 – $165,200 annually (USD). (Note: SF Bay area and NYC metro range is $109,000 – $180,400).
- **Benefits:** Details referenced at the Microsoft corporate pay page: `https://careers.microsoft.com/us/en/us-corporate-pay`
- **Employment type:** Full-Time, Remote (0 days / week in-office), Individual Contributor
- **Locations:** Multiple Locations, United States (Remote)
- Posted on **Oct 01, 2025** (Accepting applications until Oct 31, 2025)

1. **Experience required**: Proven experience coding in languages (C, C++, C#, Java, JavaScript, or Python).
2. **Education**: Bachelor's Degree (or currently pursuing) in Computer Science or related technical discipline, OR equivalent experience.
3. **Support**: This is a remote role; relocation is not applicable.
4. **Travel**: 0–25%.

Career Path

Microsoft emphasizes a culture centered around a **growth mindset** and values of respect, integrity, and accountability. This role is an **Individual Contributor (IC2)** position, suggesting a role for an engineer who is beyond entry-level and is capable of taking ownership (acting as a DRI) of features and services, contributing to design, and collaborating with stakeholders, while continuously learning.

Core responsibilities

- Review and break down work items, provide estimations, and support safe feature deployments.
- Collaborate with key stakeholders to define feature requirements and integrate feedback for continuous improvement.
- Learn and apply coding standards and best practices through code reviews; develop maintainable and extensible code.
- Utilize debugging tools, logs, and telemetry to proactively and reactively address issues in product features.
- Support the identification of dependencies and contribute to design documentation and architectural processes.
- Collaborate on quality assurance plans, augment test cases, and integrate automation into testing.
- Act as a **Designated Responsible Individual (DRI)** for monitoring and restoring system functionality within Service Level Agreement (SLA) timeframes.
- Participate in live service operations and support telemetry data integration for insights into system behavior.
- Ensure compliance with security, privacy, safety, and accessibility standards.
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- **Required Qualifications:**
  - Bachelor's Degree (or currently pursuing) in Computer Science or related technical discipline, OR equivalent experience.
  - Proven experience coding in languages including, but not limited to, C, C++, C#, Java, JavaScript, or Python.
- **Preferred Qualifications:**
  - Bachelor's Degree in CS/related field AND 1+ year(s) technical engineering experience (with specified languages).
  - OR Master's Degree (or currently pursuing) in CS/related field with coding experience (with specified languages).
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- **Growth Mindset:** A cultural attribute at Microsoft referring to the belief that abilities and intelligence can be developed through dedication, effort, and learning from failure, rather than being fixed traits.
- **Designated Responsible Individual (DRI):** A role common in live-site service operations where one person is the on-call point of contact responsible for monitoring a service and coordinating the response to any incidents (e.g., outages) to restore functionality.
- **Telemetry:** Data collected from remote sources (like running software or services) used to monitor system behavior, performance, health, and usage patterns.
- **IC2 (Individual Contributor 2):** A Microsoft engineering level (often equivalent to L60 or L61) that is above entry-level (IC1/L59) and represents a core software engineer who can work independently on features.

In this role, the engineer is responsible for the full software development lifecycle—from requirements gathering and coding to testing, deployment, and live site operations—while adhering to Microsoft's cultural values of growth, respect, and accountability.