Software Engineer, MTS – Digital Enterprise Technology (DET) at Salesforce

The **Software Engineer, Member of Technical Staff (MTS)** in the **Digital Enterprise Technology (DET)** division focuses on developing Web Services and Salesforce platform engineering. This role is responsible for designing, building, testing, and maintaining scalable Salesforce applications and web services using technologies like Apex, Lightning Web Components (LWC), Java, and Python. The position is a hands-on engineering role covering the full development lifecycle, emphasizing modern DevOps and Quality Engineering practices.

Software Engineering by Salesforce

Job ID: JR312082. This role is part of the DET team, which acts as **"Customer Zero,"** leading by example to showcase what is possible with Salesforce technology at scale.

- **Field:** Software Engineering / Digital Enterprise Technology

- **Pay range:** (Not specified in the description)

- **Benefits:** (Not specified in the description)

- **Employment type:** Full time

- **Locations:** Indiana - Indianapolis; Texas - Dallas

- Posted on **21 October 2025**

  1. **Experience required**: 3–5 years of experience in software development.

  2. **Education**: (Not specified; inferred by experience level).

  3. **Support**: (Relocation assistance not specified).

  4. **Travel**: (Not specified).

Career Path

This role is situated within the Digital Enterprise Technology (DET) team, which guides Salesforce's internal digital transformation. The position is described as a hands-on engineering role for a **self-starter** who thrives in a fast-paced environment. It involves taking ownership and communicating effectively across global teams, suggesting a path focused on deep technical expertise and cross-functional influence within the enterprise.

Core responsibilities

- Design, build, test, and maintain scalable Salesforce applications and web services.

- Implement modern DevOps and Quality Engineering practices, including automated testing, code quality enforcement, and environment management.

- Utilize tools such as Git, Jenkins, SFDX, Salesforce CLI, and Salesforce APIs.

- Collaborate across teams to streamline workflows, ensure security best practices, and document technical solutions.

- Support continuous improvement in release and operations processes.

- Cover all phases of the development lifecycle, from design and implementation through testing and production deployment.

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- **Required Skills & Experience:**

  - **Salesforce:** Deep expertise in Apex, Lightning Web Components (LWC), Apex triggers, Async Apex, and Salesforce Flows (with a strong understanding of performance, scalability, and security best practices).

  - **Programming:** Proficiency in Java or Python.

  - **Process:** Solid understanding of the Software Development Life Cycle (SDLC).

  - **Cloud/Containers (2+ yrs):** Experience with cloud platforms (e.g., AWS, Google Cloud) and containerization (e.g., Docker, Kubernetes).

  - **Databases (2+ yrs):** Experience with relational and non-relational databases (e.g., Postgres, Redis, Elasticsearch, MongoDB).

  - **QA/Automation (2+ yrs):** UI automation experience using Selenium, TestNG, and Jenkins.

  - **API Testing (2+ yrs):** Experience in testing web services (SOAP/REST APIs).

- **Desired Skills:**

  - **Certifications:** Salesforce Administrator and/or Salesforce Platform Developer.

  - **AI Implementation:** Experience with Agentforce for AI agent deployments.

  - **AI Development:** Familiarity with AI-assisted development tools (e.g., Cursor).

  - **UI Development:** 2+ years of experience with React.js (noted as a significant plus).

  - **Methodology:** Experience developing in an Agile environment.

  - **Practices:** Experience with Test-Driven Development (TDD) and Continuous Integration (CI).

  - **Model:** Understanding of Software-as-a-Service (SaaS) models.

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- **Apex:** Salesforce's proprietary, back-end programming language, which has a Java-like syntax. It is used to execute flow and transaction control statements on the Salesforce platform.

- **Lightning Web Components (LWC):** A modern UI framework for building front-end applications on the Salesforce platform using standard HTML, JavaScript, and CSS.

- **SFDX (Salesforce DX):** A set of tools and a development methodology (Salesforce Developer Experience) that facilitates source-driven development, team collaboration, and automated CI/CD pipelines for Salesforce.

- **Agentforce:** A specific implementation (likely internal to Salesforce) related to the deployment of AI agents.

In this role, the engineer is responsible for hands-on, full-lifecycle development within the Salesforce ecosystem, utilizing both proprietary (Apex, LWC) and open-source (Java, Python, Kubernetes) technologies to drive Salesforce's internal digital strategy.

Salesforce Title	Common Equivalent	Notes
Software Engineer (SWE)	Entry-Level / Junior Engineer	Usually for new grads or early-career (0-2 yrs).
Associate MTS (AMTS)	Entry-Level SWE	"MTS" stands for Member of Technical Staff.
MTS (Member of Technical Staff)	Mid-Level SWE	Requires 2-5 yrs of experience; not entry level.
Senior MTS (SMTS)	Senior SWE	Experienced engineer, usually 5-8 yrs+.
Lead MTS (LMTS)	Staff / Tech Lead	High-level individual contributor, typically 8-10
Principal MTS (PMTS)	Principal Engineer	Top-tier IC, often 10+ yrs or recognized expert