

Software Engineer II - New Ventures with verification

Axon

Full Job Description:

About the job

Join Axon and be a Force for Good.

At Axon, we're on a mission to Protect Life. We're explorers, pursuing society's most critical safety and justice issues with our ecosystem of devices and cloud software. Like our products, we work better together. We connect with candor and care, seeking out diverse perspectives from our customers, communities and each other.

Life at Axon is fast-paced, challenging and meaningful. Here, you'll take ownership and drive real change. Constantly grow as you work hard for a mission that matters at a company where you matter.

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Your Impact

As a Software Engineer II, you will make key design decisions that will shape our products. You live and breathe cloud services that require high availability and fast, consistent performance. You love working with the latest open source technologies, and can leverage your system design skills to make the right technical decisions on a system that needs to be bullet-proof.

The team you will work on is developing a new 0 to 1 product for Axon.

You will be an active contributor in design reviews and provide constructive feedback to peers in code reviews. You'll work on complex features, estimating, developing and testing backend APIs and user-facing components. You will also play a crucial role in debugging complex integration issues to providing suggestions to improve our documentation and delivery.

Join us to work with a passionate, mission-driven group of folks who want to positively impact the lives of first responders and those that they serve.

What You'll Do

Location: Boston, Seattle (hybrid)

Reports to: Software Engineering Manager

Direct Reports: None

Impact the development and design for launching a new 0 to 1 product for Axon

Participating in code reviews and architecture design meetings.

Owning and driving end-to-end features with Product and Design.

Ensuring that your code hits a high bar for quality and performance.

Partner with internal teams and agencies to make public safety data accessible and actionable.

Influence peers, advise senior leaders, coach and mentor junior team members.

Facilitate cross-team collaboration among engineers and contribute to the broader community of Axon engineers.

What You Bring

Bachelor's Degree in Computer Science, Engineering, or related field

3+ years of professional software development experience

Demonstrated ability to make tough technical decisions based on requirements, constraints, and trade-offs.

Backend service experience in multiple, managed languages such as Java, Scala, Go, C#, or similar

Experience working with SQL or NoSQL data stores

Experience with Java, Golang or Scala programming is a plus

Benefits that Benefit You

Competitive salary and 401k with employer match

Discretionary time off

Paid parental leave for all

Medical, Dental, Vision plans

Fitness Programs

Emotional & Development Programs

And yes, we have snacks in our offices

The Pay

Axon is a total compensation company, meaning compensation is made up of base pay, bonus, and stock awards. The starting base pay for this role is between USD 100,000 in the lowest geographic market and USD 177,100 in the highest geographic market. The actual base pay is dependent upon many factors, such as: level, function, training, transferable skills, work experience, business needs, geographic market, and often a combination of all these factors. Our benefits offer an array of options to help support you physically, financially and emotionally through the big milestones and in your everyday life. To see more details on our benefits offerings please visit www.axon.com/careers/benefits (<http://www.axon.com/careers/benefits>).

Benefits listed herein may vary depending on the nature of your employment and the location where you work.

Don't meet every single requirement? That's ok. At Axon, we Aim Far. We think big with a long-term view because we want to reinvent the world to be a safer, better place. We are also committed to building diverse teams that reflect the communities we serve.

Studies have shown that women and people of color are less likely to apply to jobs unless they check every box in the job description. If you're excited about this role and our mission to Protect Life but your experience doesn't align perfectly with every qualification listed here, we encourage you to apply anyways. You may be just the right candidate for this or other roles.

Important Notes

The above job description is not intended as, nor should it be construed as, exhaustive of all duties, responsibilities, skills, efforts, or working conditions associated with this job. The job description may change or be supplemented at any time in accordance with business needs and conditions.

Some roles may also require legal eligibility to work in a firearms environment.

Axon's mission is to Protect Life and is committed to the well-being and safety of its employees as well as Axon's impact on the environment. All Axon employees must be aware of and committed to the appropriate environmental, health, and safety regulations, policies, and procedures. Axon employees are empowered to report safety concerns as they arise and activities potentially impacting the environment.

We are an equal opportunity employer that promotes justice, advances equity, values diversity and fosters inclusion. We're committed to hiring the best talent — regardless of race, creed, color, ancestry, religion, sex (including pregnancy), national origin, sexual orientation, age, citizenship status, marital status, disability, gender identity, genetic information, veteran status, or any other characteristic protected by applicable laws,

regulations and ordinances — and empowering all of our employees so they can do their best work. If you have a disability or special need that requires assistance or accommodation during the application or the recruiting process, please email recruitingops@axon.com. Please note that this email address is for accommodation purposes only. Axon will not respond to inquiries for other purposes.