**Job Scorecard**

**Position:**  **Frontend Developer**

**Location:**  **Austin, TX**

**Reporting To:**  **??**

**Direct Reports:**  **None**

**Mission of the Position:**

The mission of the Junior Front End Developer, your mission is to collaborate with the team to create efficient, high-performance web and mobile applications. You'll work on optimizing user interfaces, ensuring seamless user experiences, and contributing to the integration of innovative technologies, all while developing your skills in frontend development and emerging AI solutions.

**Who we are:**

Welcome to BookedBy, an industry-leading business management solution and scheduling software for salons, spas, and barbershops everywhere.

BookedBy — with headquarters in Austin, TX — features more than 100 employees across three continents and powers thousands of locations worldwide with top brands such as Sport Clips Haircuts, Diesel Barbershop, Perfect Look, Sharkey’s Cuts for Kids, Hairzoo, and more.

Founded in 2011, BookedBy’s scheduling platform has more than 60 million bookings annually and enters an exciting growth phase into other service-based businesses.

**Role Description:**

We’re looking for a Junior Front End Developer to join our growing team in Austin. In this role, you’ll help optimize web and mobile applications, ensuring smooth, high-performance user experiences. You'll work closely with designers and developers to implement responsive interfaces and improve system performance. You’ll also have the chance to explore AI technologies and contribute to automating key processes while expanding your frontend development skills.

**Key Responsibilities:**

* Build, maintain, and optimize web and mobile interfaces using modern frontend technologies.
* Test, optimize, and improve algorithms for performance, ensuring they are fast, scalable, and efficient in web and mobile environments.
* Leverage AI tools and libraries (such as TensorFlow**.**js, Brain**.**js, etc.) to implement automation features that improve application functionality and user interaction.
* Partner with UX/UI designers to translate designs into functional, responsive, and accessible web interfaces.
* Continuously monitor and optimize web and mobile app performance, including load times, responsiveness, and overall system efficiency.
* Collaborate with backend developers to ensure seamless integration of frontend with backend systems.
* Stay updated with the latest trends in frontend development and AI, bringing fresh ideas and innovative solutions to the team.

**Qualifications and Skills:**

* Familiarity with frontend frameworks and technologies.
* Proven experience using AI to drive innovation.
* Solid understanding of algorithm testing, data structures, and performance optimization for web and mobile applications.
* Passion for AI and its application to improve functionality and automate processes in frontend development.
* Strong problem-solving skills, with an ability to optimize code for performance and efficiency
* **Portfolio or links to projects you have worked on.**

**What we offer:**

Join an energetic, fast-growing global team where you'll have the opportunity to take on new challenges and advance your career. With continuous growth and development, you'll have endless potential to shape your future alongside us! Our benefits include:

* **Comprehensive Medical Insurance** to keep you and your family healthy.
* **15 Days of Paid Time Off** to recharge and enjoy life outside of work.
* **Hybrid Work Schedule**: In-office Monday through Thursday, with a Flex Day Friday to work remotely.
* **In-Office Gym** to help you stay active, healthy, and energized throughout the day.
* **Opportunities for Professional Development** with access to courses and learning resources to help you grow your skills and advance your career.
* **Stock Options**

**KPIs measured for your position:**

**Measurable Accountabilities (Outcomes)**

Turn responsibilities into measurable accountabilities by adding metrics or business outcomes. What are the minimum performance expectations for an A player in this position in terms of productivity, efficiency, quality, timeliness, accuracy, talent management, customer service, or reporting, etc.? What business results would a person in this position have to deliver to be considered an A player in the first year?

**Rating Scale: A = Excellent B = Good C = Weak**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Outcomes** | **Interviewer Rating**  **(A, B, C)** | **Comments** |
| 1 | Time taken to complete IT-related onboarding (setting up user accounts, devices, access) and offboarding (removing access, recovering equipment). |  |  |
| 2 | The percentage of time the company's systems (servers, network, intranet) are operational and accessible. |  |  |
| 3 | Time taken to resolve IT support tickets and incidents from the moment they are reported. |  |  |
| 4 | Employee feedback or survey results after IT support interactions. |  |  |
| 5 |  |  |  |

**Rating Scale: A = Excellent B = Good C = Weak**

|  |  |  |
| --- | --- | --- |
| **Company Core Values –** *No Compromise Values* | **Rating** | **Comments** |
| **Do What’s Right**   * Can I Trust You? (key question)   + Communicates bad news quickly   + Confronts issues   + Never withholds information or avoids a truth * Humble (team player characteristic)   + Understands the company is larger than any one of us, we are here to serve the greater mission * Courage and vulnerability; Does the hard thing. Has uncomfortable conversations if necessary. Comfortable in one’s own skin. * Follows through with commitments and expectations |  |  |
| **Do Your Best**   * Are You Committed to Excellence? (key question)   + Winning is a habit. Do you have a habit of winning? * Hungry (team player characteristic)   + Hustles every day to create optimal outcomes. * Continual improvement   + Never satisfied with the status quo   + Does something about it   + Always striving to make one’s “best”, better all the time   + Successfully makes org better daily, with demonstrated long term results * Repeatable, scalable, process oriented   + Has built processes before, improving operational efficiency * Sets ambitious goals and then finds ways to achieve them. * Does not let obstacles stop them; Asks “How can we achieve this?” and finds a way to do so. Does not as “if” something is possible, but instead finds a way to make hard things a reality. Does not give up. |  |  |
| **Treat Others the Way They Want to Be Treated**   * Do You Care About Me? (key question) * People Smart (team player characteristic) * Empathy, understanding, able to use understanding of other people’s motivations, desires, and self to both take care of them, as well as use to impact business outcomes * Treats everyone fairly, but not necessarily the same, based on their individual preferences and circumstances. * Tough on performance, but easy on people. * Have and assume positive intent   + Always enter into every interaction or decision with the intent of win-win   + Try not to get calloused, stay focused on the positive within everyone   + Know that everyone is doing the best they can, and bad behavior or results may be the outcome of a hardship that person has or is experiencing and not a condemnation of the person |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Culture** | | **Rating** | **Comments** |
| **Brand Passion**   * Product-level focus and appreciation   + Makes decisions based on what is best for the end user   + Knows software, logs in, keeps familiar and tests regularly, gains insights from usage and customer feedback * Here for the mission bigger than each of us individually   + Makes decisions based on the Team not themselves   + Takes on tasks that need to be done for the good of the Team | |  |  |
| **Community Connectedness**   * Know each other as people   + Has formed relationships outside of purely professional   + Knows about and expresses interest in Team Members personal lives * Know others’ roles   + Understands what others do   + Spends time with other departments, no silos | |  |  |
| **Entrepreneurial Mindset**   * Low/no bureaucracy   + Process needs to be intentional and not overly burdensome   + Distaste for “fat” in the organization, thrives on running lean and proving ROI of investments   + Excited to build systems and processes, not just maintain them   + Hates the concept of and terminology related to “corporate” “headquarters” and “executive” * Keep the small family feel even as the company grows   + Ensure relationships and trust continue to be prevalent * Be agile, open to change, avoid getting stuck in old ways   + Be creative, innovative, always think like the underdog   + Planner and doer, not solely a manager of people * Practical and pragmatic in approach | |  |  |
| **Ownership Mentality**   * Extreme Ownership mentality (accountability)   + Owns more than fair share of a situation   + Looks inward for opportunities for improvement rather than outward for excuses   + Holds self and others accountable * Outcomes based orientation   + Effort and activity are always respected, but outcomes are what pay the bills   + Measures and focuses on results, not activity * Empower everyone throughout the organization to make an impact and put their fingerprint on SalonUltimate   + You are CEO of your space, make it yours, dare to lead   + Treats SalonUltimate’s money and resources as if it’s their own, does not waste * Make a difference   + Everyone has the ability to make a direct impact on the organization | |  |  |
| **Key Role-Based Behavioral Competencies -** *Identify as many role-based competencies as you think appropriate to describe the behaviors someone must demonstrate to achieve the outcomes.* ***See Topgrading Master Competency List*** *(NOTE: You are not limited to eleven competencies)* | | **Rating** | **Evidence** |
| **1** |  |  |  |
| **2** |  |  |  |
| **3** |  |  |  |
| **4** |  |  |  |
| **5** |  |  |  |
| **6** |  |  |  |
| **7** |  |  |  |
| **8** |  |  |  |
| **9** |  |  |  |
| **10** |  |  |  |
| **11** |  |  |  |