*We’re looking for engineers and designers that enjoy having a huge impact at early stage startups and want to be part of a founding team.*

**About Koan**

We’re a small venture backed team based out of Portland and Palo Alto trying to build the first indispensable product for people managers. As an analogy: sales people have Salesforce, engineers have JIRA and Github… Koan aims to be the same for managers.

We believe there’s a better way for teams to perform reporting, meetings, feedback and goals and we’re building the next category in Enterprise Software.

**What you’ll be doing**

* Be part of the founding technical team, building the first version of the product
* Building our web SPA in ES6, React and Redux
* Working with the founding team in Portland

**You’ll have**

* Experience in React and Redux or be excited to learn quickly
* A deep understanding of Javascript ES6
* An understanding of CSS/HTML5, associated frameworks and best practices
* Formal education in Computer Science (CS) or a long history of shipping software and solving hard CS problems.
* Shipped software to users in the past 12 months; worked in a team shipping production software to SaaS markets
* A great Github account, or other evidence of impact on team projects. Probably a few cool side projects

**We like**

* Continuous deployment
* Big challenges and being proud of our work
* Building great data-driven UX experiences
* Caring about customers
* Making things work, then making them work better
* Having a slight disregard for technical elegance
* Documenting and fixing technical debt
* Unit testing and writing code that can be depended on
* Having fun while building a great company

**Benefits**

* Generous stock grant
* Competitive salary
* Medical, dental & vision insurance
* 401k
* Tshirt