**Software Engineer**

Heap’s mission is to power business decisions with truth. We’re building infrastructure to automatically capture customer interactions on web and mobile applications, make sense of them, and make them actionable for anyone. We want to enable everyone to understand their millionth customer as well as they understood their first.

We’re hiring engineers across the stack for a variety of teams. On our product teams, you’ll work cross-functionally with engineers, designers, and product managers to understand our customers and bring new features to market. On our platform teams, you’ll work on the underlying infrastructure that allows Heap to process and analyze billions of events every day. Whichever team you’re on, you’ll have a manager and mentors who care about helping you grow in your career, and you’ll have the opportunity to help mentor others.

We’re a distributed team that operates mostly on US time zones, with team members in Europe and Australia as well. We’re open to remote engineers in time zones that overlap with our teams in the US, including North America, South America, and Australia.

**What we’re building**

* **Analysis and visualization.** Building Heap is as much a design problem as anything else. The most powerful analytics infrastructure in the world doesn't matter if our users can't access that power and understand the results. We’re working on the next generation of tools to help clients understand and take action on their data.
* **Data capture and integrations.** We want to provide our users with the richest possible dataset. That means expanding our SDKs (on web, iOS, and Android), building integrations out to other destinations (like Marketo), and pulling in data from other sources (like Salesforce).
* **Real-time infrastructure.** We support an expressive set of queries that allow our users to slice and dice their data in arbitrary ways. We also support materializing massive retroactive datasets into our customers' cloud data warehouses. We're working on a new distributed infrastructure to make this possible.

Under the hood, Heap is powered by Node.js, React, TypeScript, Golang, Scala, Spark, Kafka, Redis, and PostgreSQL (using CitusDB), plus Objective-C, Swift, Java, and Kotlin SDKs. For more about our architecture, check out [Virtual Events: Making Data-Driven Decisions a Reality](https://heap.io/blog/engineering/virtual-events).

**What we’re looking for**

*We aren’t expecting you to know everything! One of our core values is “Emphasize Slope Over Y-Intercept,” so we are always looking for candidates eager to learn new technologies.*

* A collaborative and intellectually curious approach to software development. You enjoy learning from and teaching others, and aren’t afraid of asking lots of questions.
* Excellent communication skills, particularly in writing. We’re a distributed team all over the world, so we pride ourselves on our ability to communicate complex ideas clearly in writing across the team.
* For more senior engineers, a track record of leading projects to success, and a passion for leading by example, mentoring others, and sharing your expertise with the rest of the team.
* For our product engineering teams, experience across the stack with any modern web framework. Familiarity with parts of our stack is a plus (React, Node.js, TypeScript, PostgreSQL)
* For our Capture SDK teams, deep knowledge of application runtimes like HTML/DOM, UIKit, ReactNative, Android, or iOS.
* For our platform engineering teams, backend server and database experience. Familiarity with parts of our stack is a plus (Node.js, Golang, Scala, Spark, Kafka, Redis, PostgreSQL).