**Senior Software Engineer**

* Job Description:

We are hiring!  Our team is responsible for all product communication from within the product.  We build scalable and reliable apis to support the many cross functional teams and their needs to communicate with our customers.  We enable our teams to influence and impact key engagement initiatives.

You’re committed to:

* + Driving healthy team discussions. You bring thought-provoking questions and contribute to psychological safety. These discussions lead to powerful takeaways and action items for the entire team.
  + Valuing the contributions of those around you and while you regularly provide valuable engineering insight, you also embrace opportunities to let other team members contribute ideas.
  + Finding that ideal solution that balances the technical needs of the system with the strategic needs of the business.
  + Continuously delivering value to customers and understand that engineering excellence unlocks our ability to deliver.
  + Learning all the things!  You acknowledge that learning new technologies is a part of your role and you understand how to identify team knowledge & skill gaps.

**What you’ll own:**

* + A consistent, reliable, and scalable product - uptime and response time matter.
  + You will work on a team that practices pair and mob programming.
  + You will work closely with the entire team (including Product, Design, DevOps) to build products with powerful impact.
  + You will work as a team to uncover the best ways of working to drive lean product development.
  + You will work as a team to design experiments.
  + You will develop a solid understanding of how the systems you own and the overall system architecture.

**Experience you’ll need:**

* + 8 years of related or equivalent experience; or 6+ years with an advanced degree.
  + You have proven skills of a high-proficiency engineer.
  + Passionate about data, innovation, and using technology to unlock the future.
  + Experience building software with Javascript, Node, React, Jest, HTML/CSS, bonus points for Typescript and Kafka or other event based systems.
  + Solid understanding of relational databases (Postgres), and other types of data stores a bonus.
  + Bonus points for experience with CI / CD pipelines with Docker, Kubernetes, & Gitlab
  + You have experience crafting and building public or shared APIs
  + You have experience integrating with 3rd party software APIs and evaluating 3rd party applications and tools.
  + Can provide architectural, strategic, and scale recommendations for both frontend and backend development.
  + You have experience delivering software frequently, and have worked with robust deployment pipelines.
  + You understand and can navigate sophisticated issues around application performance, reliability, scalability, security, and data integrity.
  + Good communication skills, ability to partner with product and design, and collaborate on multi-functional teams.
  + You have shown you are a strong collaborator, a trusted teammate, and are skilled at resolving and working through different ideas.
  + You have the ability to discuss sophisticated topics with both technical and non-technical audiences.

**How We Work:**

* + Test-Driven Development - we take responsibility for our code without a separate QA team
  + Continuous Delivery - teams independently ship code to prod every day
  + Kanban & Lean - continuous flow
  + Continual improvement - we take time to sharpen the saw and adjust how we work
  + Autonomous & responsible teams - making their own product & dev choices
  + Cross-functional teams - collaborating through all phases of the product development process
  + Customer research - we build what our customers actually want
  + Trusting leaders - who trust us to create and look to us to set our own timelines
  + Solid technology - of the team’s choice, the right tool for the problem