**Software Engineer, Product**

We're looking for talented Software Engineers to come help us build our People Platform - an all-in-one product that helps small businesses take care of their teams.

**About Gusto**

Gusto is a modern, online people platform that helps small businesses take care of their teams. On top of full-service payroll, Gusto offers health insurance, 401(k)s, expert HR, and team management tools. Today, Gusto offices in Denver, San Francisco, and New York serve more than 100,000 businesses nationwide.

Our mission is to create a world where work empowers a better life, and it starts right here at Gusto. That’s why we’re committed to building a collaborative and inclusive workplace, both physically and virtually. Learn more about our [Total Rewards philosophy](https://gusto.com/about/careers/total-rewards).

We’re hiring engineers to join these teams and work on customer-facing products, developing features and iterating across our platform to help define the customer journey at Gusto.  Our main goal in these teams is to keep our customers happy and to deliver a consistently great experience across all of our products.

We’re looking for talented and motivated engineers with 4+ years of experience. Our engineers own projects from end-to-end by influencing initial feature specs, building backend APIs, writing frontend code, and overseeing ongoing improvements for deployed features. If you’re interested in building elegant software with far-reaching effects in our modern economy, join us!

**Here’s what you’ll do day to day:**

* Own what you build as you **architect, test, and refine Gusto’s product suite**
* Tackle a wide variety of technical problems **throughout the stack**and contribute daily to **all parts of our product code base**
* Collaborate with our product management and design teams to understand customer pain points, come up with solutions, and then **prototype, iterate, and launch daily**
* Build a product that our **customers genuinely love**. Don't just take our word for it - check out what some customers[have to say](https://twitter.com/gustohq/timelines/487669852019380224?lang=en).

**Here’s what we’re looking for:**

* 4+ years of technical experience
* Passionate about creating memorable experiences for customers
* Interest in complex product development problems -- we use Rails & React, but you don’t have to know them
* Appreciation for a collaborative, test-driven environment
* Experience turning wireframes and mockups into elegantly executed code
* Well-structured, easily maintainable, well-documented code that balances beauty and pragmatism
* Degree in Computer Science preferred

**Learn more about the team:**

* [Our Engineering Culture and Values](https://www.keyvalues.com/gusto)
* [How We Built a Service-Driven Team](http://engineering.gusto.com/how-to-build-a-service-driven-engineering-team/)
* [Our Diversity Goals and Efforts](https://engineering.gusto.com/tag/diversity-inclusion/)

Our cash compensation amount for this role is targeted at $95,000-$219,000 in Denver & most remote locations, and $123,000-$245,000 for San Francisco & New York. Final offer amounts are determined by multiple factors including candidate experience and expertise and may vary from the amounts listed above.

Our customers come from all walks of life and so do we. We hire great people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes our company stronger. If you share our values and our enthusiasm for small businesses, you will find a home at Gusto.