

# Software Engineer – Full Stack Developer

**Department:** Technology & Product Development

**Location:** Paris, France (Hybrid – 3 days onsite, 2 days remote)

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## About Us

At **CodeRiver**, we're building tools that empower small businesses to scale through intelligent, human-centered software. Our development team is collaborative, fast-paced, and committed to building products that matter. We value curiosity, clean code, and people who love solving problems creatively.

We're now looking for a passionate **Full Stack Developer** to join our growing team in Paris. If you love working across both front-end and back-end stacks and enjoy shipping high-impact features, you might be a great fit here.

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## What You'll Be Doing

You'll work closely with our design and product teams to bring ideas to life. Your day-to-day will vary, but you can expect to:

- Build and maintain dynamic, scalable web applications using **React.js** and **Node.js**
  - Develop, integrate, and optimize RESTful and GraphQL APIs
  - Write clean, modular code that balances performance with readability
  - Contribute to architecture decisions and mentor junior developers
  - Troubleshoot bugs, optimize performance, and help ensure app stability
  - Participate in sprint planning, standups, and retrospectives as part of our **Agile workflow**
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## Required Experience

We're looking for someone with:

- **3+ years** of professional experience in a full-stack development role
  - A solid understanding of both **frontend (React/Next.js)** and **backend (Node/Express)** technologies
  - Experience with **PostgreSQL** or **MongoDB**
  - Familiarity with **Docker**, **Git**, and cloud environments (especially AWS or Azure)
  - Confidence in working in a CI/CD environment
  - A proactive attitude and the ability to work independently or in a team
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## Skills That Matter

Some of what we value most:

-  Strong grasp of modern JavaScript (ES6+), HTML5, and CSS3
  -  Ability to build responsive UIs and maintain stateful components
  -  Comfort with API testing tools like Postman or Insomnia
  -  Familiarity with Agile practices and code review workflows
  -  Strong written and verbal communication skills (English required, French preferred)
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## Education

A **Bachelor's degree in Computer Science**, Engineering, or a related field is required. A Master's degree is a plus but not mandatory.

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## Languages

- **English** – Fluent (required)
  - **French** – Professional working proficiency (preferred)
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## Certifications (Nice to Have, Not Required)

- AWS Certified Developer – Associate
  - Certified Scrum Developer (CSD) or equivalent
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## Salary & Benefits

We offer a competitive compensation package, including:

- 💰 **€45,000 – €60,000/year** depending on experience
  - 🏠 Hybrid work environment (mix of remote and onsite)
  - 💻 Company laptop, dual monitors, and home-office stipend
  - 🗓️ 25 days paid vacation + RTT
  - 🚇 Commuter card subsidy
  - 🍽️ Daily lunch vouchers (Swile)
  - 🧘♀️ Monthly wellness budget & gym membership support
  - 📅 Annual training budget + paid time off for courses
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## Company Culture

We care deeply about work-life balance, continuous learning, and diversity. Our team comes from all over the world, and we thrive on open communication, empathy, and trust. Expect weekly team lunches, monthly demos, and quarterly retreats (yes, we've done Normandy and Lisbon already!).

You'll be encouraged to speak up, take ownership, and experiment. We love folks who ask "why not?" and enjoy solving problems no one's tackled yet.

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## Additional Requirements

- You **must have the right to work in France** – we're unable to sponsor visas at this time.
  - This is a full-time role, based in Paris (but with flexible work-from-home options).
  - Occasional travel to other EU offices (once or twice a year) may be expected.
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## Ready to Apply?

We'd love to hear from you! Send us your CV and a quick note about a project you're proud of — bonus points if you include a link to your GitHub or portfolio.

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Let me know if you'd like a version tailored to a different industry (e.g., healthcare, education, finance) or a different level (e.g., entry-level, senior).