

Software Engineer

at GRIN Technologies Inc. ([View all jobs](#))

Remote (Canada Except Quebec)

Company Overview and Culture

Our culture is a team-first mentality built on the Core Values of **Customer Love, Growth, Ownership, Authenticity, and One Team** which is shared by every single employee. For us at GRIN, this means we prioritize our customers when making decisions; grow as individuals personally and professionally which drives business growth; celebrate our wins, own our failures, learn from our mistakes, and expect everyone to do the right thing; bring our whole selves to work each day; and know that we can accomplish more when we work together with humility.

At GRIN, we don't just accept differences — we celebrate it, we support it, and we thrive on it for the benefit of our employees, our product and our community. We champion and encourage those who bring different perspectives, ideas, and creativity to join our team dedicated to bringing people together across the globe. GRIN is proud to be an equal opportunity workplace where we welcome all people regardless of sex, gender identity, race, ethnicity, disability, or other lived experience. GRIN was founded in Sacramento, CA and is committed to 100% remote work. Our Core Business Hours are 9am-3pm PST, so we expect all of our employees to work at least during those hours and are flexible on the rest of your hours.

[[GRIN is able to hire in all US states except Hawaii, unless the job is noted as Canada Only]]

[[POSITION IS ONLY OPEN TO THOSE AUTHORIZED TO WORK IN CANADA AND LIVING IN CANADA, EXCEPT QUEBEC PROVINCE]]

Overview

GRIN is looking for an experienced, skilled, and highly motivated **Software Engineer** to build great, user friendly products for our industry-leading creator management SaaS platform used by forward-thinking brands. You'll be part of a high-caliber, cross-functional team that's responsible for the full software development life cycle, from conception to deployment. As a full stack developer, you should be comfortable with both front-end and back-end technologies, development frameworks, third-party

APIs and libraries. You should also be a team player with a knack for visual design and usability. This is a rare opportunity to have a career-changing impact on a high growth startup. If you enjoy solving complex problems, we'd like to meet you.

Essential Functions:

- Building Customer Love by designing, creating, and maintaining amazing new features for GRIN's products
- Improving existing features to make our customers fall even more in love with GRIN
- Testing customer workflows throughout the product to make sure they work as intended
- Writing clean, functional code on the front and back-end
- Testing and fixing bugs or other coding issues
- Participating in the design and creation of the World's #1 Creator Management software

Qualifications

- 4+ years in a Software Engineering position or similar function, with a history of architecting and designing new products and technologies
- Expertise in one or more of the following frontend **JavaScript frameworks**: Vue (preferred), React, Angular
- Demonstrated experience with **PHP and Laravel framework**
- Working knowledge or expertise in **JavaScript, HTML, CSS**
- Extremely proficient with **SQL & GIT**
- Understanding of and ability to execute advanced product-design vision with an efficient engineering approach
- Experience using **Agile** development methodologies
- Strong team player that wants to win together with flexibility to adapt and maintain productivity in a high-growth, dynamic, fast-paced environment.
- Strong written, verbal, and interpersonal skills with the **proven ability to communicate effectively** at all levels

GRIN is committed to fair and equitable compensation practices. Final compensation for the role will depend on a number of factors including a candidate's qualifications, skills, competencies, and experience as it relates to the role. "Total Rewards" will vary for Canadian team members based on Canadian and Provincial laws, but we strive to make them as commensurate with our US benefits where possible.

Canada Salary Range

\$100,000 — \$135,000 CAD

We recognize the imposter syndrome might show its head as you read through this job description and although you might not check every box, we don't want to miss out on the possibility of speaking with a perfectly imperfect candidate. So if you think you have what it takes - apply today and let's discuss!

US Total Rewards

- 16 days of PTO + 10 Sick Days + 14 paid holidays
- Medical, Dental and Vision insurance
- 401(k) program plus match
- Paid Child Bonding Leave
- Home Office set up + Co-Working Space Reimbursement
- Employee Stock Option Program
- GRIN SWAG
- Tons of growth opportunity
- #LI-Remote

Apply for this Job

* Required

First Name *

Last Name *

Email *

Phone

Resume/CV [Attach](#)

Dropbox

[or enter manually](#)

(File types: pdf, doc, docx, txt, rtf)

Cover Letter [Attach](#)

Dropbox

[or enter manually](#)

(File types: pdf, doc, docx, txt, rtf)

LinkedIn Profile



Are you legally authorized to work in Canada? *

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Will you now, or in the future, require sponsorship if located in Canada (i.e. H1-B, F-1, etc...) *

Please select

What City and State (or Province if based in Canada) are you located? *

What is your target salary in CAD? *

Please let us know your compensation expectation in your local currency. We like to make sure there are no surprises along the way. US employees will be paid in USD and Canadian employees will be paid in CAD.

By submitting your application for this job you consent to GRIN's privacy policy. *

By submitting your application for this job you consent to GRIN's privacy policy detailed here grin.co/privacy.

Please select

How many years of experience do you have as a Full Stack Developer? *

Please select

Have you worked in Agile before? *

Please select

What experience do you have in PHP and Laravel Framework? *

Please select

What's your experience level in SQL? *

Please select

Which of the following frontend JavaScript frameworks have you worked mostly in: Vue, React, or Angular? *

Please select

What is your working knowledge in JavaScript, HTML, CSS? *

Please select

Which of GRIN's Core Values do you relate to the most and why? *

GRIN's Core Values are **Customer Love, Growth, Ownership, Authenticity, and One Team.**

Optional Demographic Questions

GRIN is committed to building and retaining a diverse team, developing an inclusive culture and creating an equitable workplace. The following optional demographic questions are intended to assess the diversity of our candidate pool. The responses, which will be kept fully confidential, will help us make decisions about our candidate outreach efforts to ensure we are effectively reaching talented candidates from diverse communities. The answers provided are not used in hiring decisions and you have the option to not disclose if you so choose.

I identify my gender as: *(Select one)* *

- ☐ Man
- ☐ Woman
- ☐ Non-binary/third gender
- ☐ Prefer to self-describe as
- ☐ I don't wish to answer

Do you consider yourself a member of the Lesbian, Gay, Bisexual, Transgender, and/or Queer (LGBTQ+) community? *(Select one)* *

- ☐ Yes
- ☐ No
- ☐ No, but I identify as an Ally
- ☐ I don't wish to answer

What is your legal ethnicity/race? *(Select one)* *

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic/Latinx
- ☐ Middle Eastern

- ☐ Native Hawaiian or Other Pacific Islander
- ☐ South Asian
- ☐ White
- ☐ Two or more races
- ☐ Unknown
- ☐ Other
- ☐ I don't wish to answer

What ethnicity/race do you identify with? *(Select one)* *

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic/Latinx
- ☐ Middle Eastern
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ South Asian
- ☐ White
- ☐ Two or more races
- ☐ Unknown
- ☐ Other
- ☐ I don't wish to answer

Do you have a disability? *(Select one)* *

- ☐ No
- ☐ Yes
- ☐ I don't wish to answer

Are you a veteran? *(Select one)* *

- ☐ No
- ☐ Yes
- ☐ I don't wish to answer

Voluntary Self-Identification



For government reporting purposes, we ask candidates to respond to the below self-identification survey. Completion of the form is entirely **voluntary**. Whatever your decision, it will not be considered in the hiring process or thereafter. Any information that you do provide will be recorded and maintained in a confidential file.

As set forth in GRIN Technologies Inc.'s Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

Gender

Please select

Are you Hispanic/Latino?

Please select

Race & Ethnicity Definitions

If you believe you belong to any of the categories of protected veterans listed below, please indicate by making the appropriate selection. As a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. Classification of protected categories is as follows:

A "disabled veteran" is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran Status

Please select

Form CC-305
OMB Control Number 1250-0005
Expires 04/30/2026

Voluntary Self-Identification of Disability

Why are you being asked to complete this form?

We are a federal contractor or subcontractor. The law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a

disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability.

Disabilities include, but are not limited to:

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities
- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Disability Status

Please select

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Submit Application

