

# Software Engineer (f/m/x)

## Berlin/Remote

We're looking for a software engineer to join our team. We value attitude and curiosity over experience, and we're aiming to build an even more diverse, **more inclusive environment at MAD**. You'll be working alongside our small team of strategists, designers, and engineers, as well as the variety of freelancers we work with regularly.

We build digital products for every screen with a particular focus on the connection between hardware and the software that accompanies it. We have a moral backbone, we're transparent, and we don't take on marketing-oriented work. We aim to build great products for honest clients in a way that empowers our entire team. Realistic goals, room to grow, no crunch time, no low budgets, no time-tracking.

## What we're offering

- A relaxed but ambitious work environment.
- Financial and organisational transparency.
- Good clients. We don't work for assholes.
- Good projects. We say no to a lot of projects that don't align with our beliefs.
- A say in how we work, what we work on, and where we're headed.
- Check out 'Perky Perks' for more info.

## Profile

What we've listed below reaches far and wide, but please do apply if you feel you meet even some of the requirements.

- 3+ years of experience in the industry either as a freelancer, at a studio, or at a product company.
- A proven track record of building and shipping digital products.



Menu

- You can turn briefs, business goals, and stakeholder requirements into solutions while putting the end user first.
- You are confident in presenting your work (via Zoom for now) to the rest of the team as well as our clients.
- Ability to self organise and collaborate. We don't have project managers or client relations persons.
- You have a deep knowledge of one of the following platforms, and are interested in learning more about some of the others as you go:
  - **iOS:** native development using Swift or Objective-C with UIKit or SwiftUI, as well as experience releasing apps on the App Store.
  - **Android:** native development using Kotlin or Java with Android Views or Jetpack Compose, as well as experience releasing apps on the Play Store.
  - **React Native:** cross-platform development using TypeScript, and preferably experience building or integrating native modules.
  - **Web:** understanding of web standards and one of the modern frameworks such as React or Vue, and experience deploying code to production.
- You have experience with standard software engineering best practices such as source control, automated testing, and code review.
- You value the close collaboration between designers and engineers that leads to happy discoveries and that extra layer of polish.

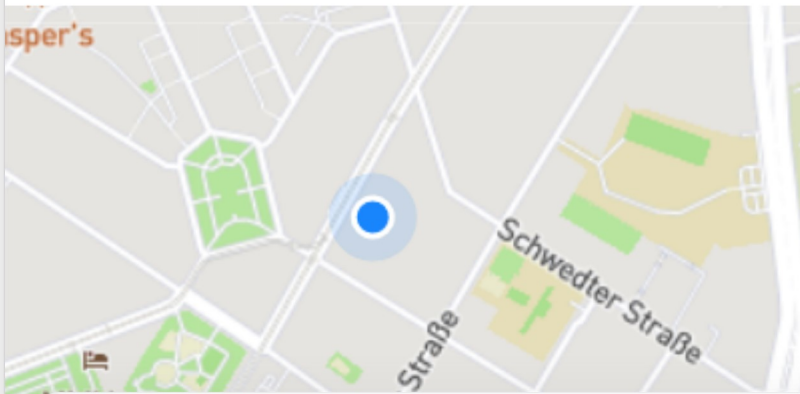
## Your day at MAD would include

- Work together with engineers and designers on prototypes.
- Pair program with other team members.
- Perform code reviews.
- Participate in all project phases, from immersion to launch.
- Lead calls with clients, walk them through prototypes and turn client and user needs into actionables.
- Manage projects together with a team of designers and engineers. We have no project managers, the creative team manages itself.



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## Location



Berlin

Tue. 8 Mar

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Clear

## MAD HQ

Kastanienallee 63a, 10119 Berlin

GO

## Work with us

## Perky perks



## Holiday for days

25 days of leave. Or more if you like.



## We hire remote

Thanks, SARS-CoV-2.



## Education budget

€1000 for books, conferences, classes.



## Office in Mitte

Central and packed with food options.



## An office dog

Coco the poodle. Available on Zoom too.



Menu

## Our hiring process

### First call, the meet and greet.

This takes place over a very casual call. We want to know more about you and what makes you tick. This is also an opportunity for you to ask questions and see if we're a right fit for you too.

### Second call, more info.

A second call with other members on the team is a great way to learn more about each other. It's also an opportunity to take us through some of your work and your own processes.

### The offer.

If we're all happy, we will make you an offer. On acceptance of the offer, we're good to go and look forward to seeing you in team Zoom calls (or maybe in the office one day) soon!

## Diversity and inclusivity at MAD

In our line of work it is critical that we have a diverse team. We help companies build and design products that are used by millions of people. Every new person to the team is a chance to add to a pool of perspectives, and make us a better company. In a more general sense, for too long the design and development industry has looked the same – male and white with a gatekeeper mentality. This has led to massive under-representation in our industry. While we have a long way to go we're dedicated to changing this.

## The steps we are taking

- We have implemented a hiring program to address under-representation. In practice, this means we strongly encourage people who will help our team composition better reflect the greater society we live in to apply.
- We have a clear and transparent pay scale, visible to all employees, with a clear path forward.
- Everyone has a say in the clients we work with. The whole team needs to approve.

• Wellbeing over profit. Always.

• Company-wide financial transparency to ensure each team knows where we're at.



Menu

## Before you apply

Tell us a bit about yourself and why you'd be right for the role. Keep it brief and include links to your work.

Apply now

 [careers@mad.ac](mailto:careers@mad.ac)



Menu