We are hiring a …

Specialist Software Engr. – ReactJS

What will you be working on?

At **think**bridge, you will be working as a software engineer on a state-of-the-art fintech application that uses **ReactJS** for the *web front-end*. Development is done with **Git** as *Bitbucket SCM,* and **Jira** for *Agile.* Plenty of API and third-party integrations for notifications, identification, and financial transactions. Excellent testing & code coverage keeps the system bug-less and performant.

What is expected of you?

As part of the job, you will be required to

- Read everything in detail that comes your way.
- Elicit, analyze, specify & validate business requirements.
- Define & Document the engineering requirements including architecture, components, usable interfaces & the other characteristics.
- Place specific emphasis on technical and usability design.
- Code and verify the solution.
- Unit & integration test.
- Debug & squash bugs.
- Keep stakeholders informed.
- Keep up with the technology and the domain.

Must-Have Technical Skills: *ReactJS,Javascript, HTML, CSS*

What are the benefits?

In addition to standard benefits such as paid time off, health insurance plans, training, provident fund savings account, we believe that benefits should be meaningful to you and us. We also believe that knowledge work like ours cannot be fit into a 'industrial model'. Here are our benefits that we are proud of, being the first in the industry in many instances:

1. **Compensation** - Based on what you are capable of, and not what you did.
2. **Remote first** – Work from anywhere or come into the office if you prefer that or do both.
3. **Flexible work hours** – We believe that people work effectively at times of their choosing. We allow flexible work hours within reason that allows effective collaboration times and time dedicated to deep work.
4. **Time off** – We trust you to do the right thing and have no limit on the number of days you can take off.
5. **Training & Certifications** – Our program is called 'Beginner's mind', that is designed to allow you to expand your skills when you want, in the areas that will benefit both you and **think**bridge.
6. **Books and Magazines** – We highly encourage reading and provide access to a wide variety of books and magazines, technical and non-technical.
7. **Food and beverages** when you are in the office.
8. **Annual offsite** experiences.

About Us:

thinkbridge was founded in 2014 by two engineers who were lucky enough to be introduced to computers well before anyone could access them. They went to a little-known engineering school and had a breadth of life experiences from running manufacturing facilities, selling marine engines to fishers, building computerized invoicing systems, shooting film documentaries, and building an enterprise application, all before graduation.

After working for over 20 years for Fortune 500s and Start-ups in North America, Europe, and Asia, they decided to leave behind a rapidly growing career and start **think**bridge with a specific mission of building a company where they would want to work. As per that resolve, one of our early employees, who also left a top firm and joined us as a software engineer, is now our third founding partner.

The second mission was to change the highly commoditized world of software engineering and bring the same distinction as other knowledge-based professions commanded. We swore never to call or treat people as 'resources' or 'capacity.' By doing that, billing by the hour and selling human 'labor' was not an option. Instead, we get compensated only by the 'measurable value' we create.

A third mission was to bring the discipline and the ability to scale to small and growth-stage companies so they can compete with larger peers and increase their enterprise value. Three distinct practices are in place to achieve this mission – Strategy, Software & Insights.

Six years have passed, and we are 70+ strong. Our 'value creation' model has struck a chord with the market. Now, we are being flattered by emulation.

Our Beliefs:

- Be yourself - Your perspectives and experiences matter.
- Attitude over skills – You can learn skills with the right viewpoint.
- Autonomy – Work the way, when, and where you want.
- Mastery – Jack of all, Master of One.
- Hands-on Leaders – Value Creators who manage work, not people.
- Growth - Mastery achieved, can mentor while elevating the craft.
- Value-based – Anything we do must create value. Ignore Everything Else.

Our Culture:

- We produce technology solutions using a 'Business First - Technology Second' approach.
- We use modern practices with 'users' at the center of it all.
- We strive to understand the context and passion in our client's business before touching technology.
- We are not perfect. We own up to any of our mistakes and make them right. We learn, iterate, and innovate.
- We deliver value through long term partnerships and not short -term projects.
- We never stop learning. We maintain a 'Beginner's Mind.'
- We help ourselves and the people around us to get better each day.
- We are selective about whom we work with and whom we hire.

Who we are looking for?

- You are a problem solver who understands and refines the requirements, defines boundaries of the problem, research solutions, and executes the best.
- You can work remotely with clear goals, pull work, and communicate excellently.
- You work with minimal supervision and can estimate and deliver working software on time while keeping all relevant stakeholders in the loop.
- You are technically sound, with excellent debugging skills. You have in-depth knowledge of the tools you use and breadth of understanding of the ecosystem.
- You learn continuously and share your knowledge and skills.

Technical Skills Exposure (At-least one in each category):

- <u>Programming Languages</u>: Bash/Shell, Typescript, Markdown, …
- <u>JavaScript Libraries & Frameworks:</u> jQuery, Angular, React, Vue, Mithril, Ember, …
- <u>CSS Frameworks</u>: Bootstrap, Material, Ant, Tailwind, …
- <u>Source Control</u>: Git, Mercurial, TFS, Perforce, …
- <u>IDEs</u>: VS Code, Vim, Sublime Text, Jupyter, …
- <u>Environments</u>: Virutalenv, Docker, Pipenv, Kubernetes …
- <u>Unit-Testing Frameworks</u>: Jasmine, Karma, Protractor, …
- <u>Continuous Integration</u>: Jenkins, Travis, Circle, Azure Pipeline …
- <u>Configuration Management</u>: Ansible, Puppet …
- <u>Security Fundamentals</u>: HTTPS, SQL Injection, CSRF, …

Our Hiring Process:

As with everything else we do, we believe that the interview process should create value and be a learning experience for you and us. We value your time as much as we do ours. Here is our 3-step interview process:

1. Remote Software Development Assignment with the following Evaluation Criteria – 2 Weeks

Take your time and read through our problem statement and work at your own pace for up to 2 weeks. No negative points for turning your assignment in sooner.

1. A working codebase delivered via Github, Gitlab or Bitbucket.
2. 'Readme.md' on the codebase, explaining how to run the deliverable.
3. Completeness of Requirements.
4. Unit Testing with Code Coverage of at least 90%.
5. Code Readability.
6. Use of Advance Technical concepts.
7. Tracking or Journaling your work to tell how you spent your time on this problem.

2. Logical, Analytical & Culture-Fit Interview: (Anything goes, but here are some sample questions) – 30 minutes:

- A monologue on a topic you are passionate about to see a clear thought process, clarity of thoughts around the subject, level of interest in explaining it, level of detail, being able to communicate.
- Troubleshooting a production issue, trying to find out a backend and frontend solution without compromising User Experience.

3. The Finale – 1 Hour: You will be interviewed by someone who has been programming for 30 years. It would start with a code review, missing code coverage review, modifications of requirements to see how the solution can be changed, live-coding and in-depth technical discussion of the various things in the ecosystem and the offer itself. And offer would be made on the spot if you pass this stage in flying colors.