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▭ Engineering,
Product, & UX Design

At Qualtrics, we create software the world's best brands use to deliver exceptional frontline experiences, build high-performing teams, and design products people love. But we are more than a platform—we are the creators and stewards of the Experience Management category serving over 18K clients globally. Building a category takes grit, determination, and a disdain for convention—but most of all it requires close-knit, high-functioning teams with an unwavering dedication to serving our customers.

When you join one of our teams, you'll be part of a nimble group that's empowered to set aggressive goals and move fast to achieve them. Strategic risks are encouraged and complex problems are solved together, by passing the mic and iterating until the best solution comes to light. You won't have to look to find growth opportunities—ready or not, they'll find you. From retail to government to healthcare, we're on a mission to bring humanity, connection, and empathy back to business. Join over 5,000 people across the globe who think that's work worth doing.

Software Development Engineer I, Customer Experience, Seattle

Why We Have This Role

At Qualtrics, we need talented Software Engineers who are passionate about crafting innovative and reliable software solutions that address real-world challenges. This team is pushing the Qualtrics Customer Experience (CX) product to the next level. You should love data visualization and building simple solutions to solve hard customer problems.

By joining us, you will contribute to a collaborative environment that values innovation, ensuring that Qualtrics remains a leader in creating impactful solutions that shape

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GET STARTED

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managers, cross-functional teams, and teammates

- Takes an analytical mindset to approach problems and find solutions
- Shows a desire to learn new skills and grow in the role

How You'll Grow

You will gain hands-on experience with our scalable tech stacks and grow your technical skills in software development and operations. You will receive guidance and mentorship from team members, ultimately enhancing your career trajectory.

Things You'll Do

- Collaborate with colleagues across various locations and disciplines to achieve common goals.
- Develop scalable, performant, accessible, and robust solutions to solve complex business problems.
- Implement new features and optimize existing ones to drive maximum performance.
- Work closely with and incorporate feedback from other engineers, tech-ops, UX designers, researchers, and product managers.
- Attend daily stand-up meetings, collaborate with your peers, prioritize features, and work with a sense of urgency to deliver value to your customers.

What We're Looking For On Your Resume

- 0-2 years working in a full-stack engineering position.
- Strong foundation in algorithms, data structures and coding background.
- Experience with continuous delivery, git, test automation and build/deploy systems
- Experience using React, Typescript, Java, Node.js, MySQL, MongoDB
- Experience with Cloud technologies a plus
- Bachelor's degree in Computer Science or related field
- A commitment to continuous learning and improvement in technology and software development.

What You Should Know About This Team

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listening through phone calls, email, chats, social media tagging, etc.

- CX Foundational
  This product line includes purpose-built recommendations, predictive and prescriptive insights and closed-loop ticketing, all built to activate organizations to take action on things that matter the most to customers.

- DX
  The Digital Experience team at Qualtrics builds and maintains a scalable system with billions of pageviews a week, to bridge the experience gap on every device. We currently provide customers with tools to enable them to make on-the-fly changes, including customized questions and messages, on their company's websites and mobile apps, so they can listen and engage with a targeted segment of users.

Our Team's Favorite Perks and Benefits

- Wellness Reimbursement of $300 per quarter for wellness activities, including gym memberships, spa massages, workout equipment, meditation apps, and more.
- $1800 Experience Bonus to enjoy an experience of your choice, like a vacation or volunteer opportunity.
- Engaging QGroup Communities such as MOSAIQ, Green Team, Qualtrics Pride, Q&Able, Qualtrics Salute, and Women's Leadership Development, all providing support and advocacy.

The Qualtrics Hybrid Work Model: Our hybrid work model is elegantly simple: we all gather in the office three days a week; Mondays and Thursdays, plus one day selected by your organizational leader. These purposeful in-person days in thoughtfully designed offices help us do our

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Qualtrics is committed to the inclusion of all qualified individuals. As part of this commitment, Qualtrics will ensure that persons with disabilities are provided with reasonable accommodations. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please let your Qualtrics contact/recruiter know.

Not finding a role that's the right fit for now? Qualtrics Insiders is the one-stop shop for all things Qualtrics Life. Sign up for exclusive access to content created with you in mind and get the scoop on what we have going on at Qualtrics - upcoming events, behind the scenes stories from the team, interview tips, hot jobs, and more. No spam - we promise! You'll hear from us two times a month max with fresh, totally tailored info - so be sure to stay connected as you explore your best role and company fit.

For full-time positions, this pay range is for base per year; however, base pay offered may vary depending on location, job-related knowledge, education, skills, and experience. A sign-on bonus and restricted stock units may be included in an employment offer, in addition to a range of medical, financial, and other benefits, based on eligibility criteria.

Washington State Annual Pay Transparency Range
$90,000—$170,000 USD

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