

SQUADJOBS

full-stack software engineer - [apply here](#)

SquadJobs is a dynamic startup committed to connecting badass techies to inclusive companies. Our mission is to create an inclusive and supportive environment that empowers underrepresented minorities, women of color, and the LGBTQIA+ community. We believe that diverse teams foster innovation and drive success, and we are dedicated to building a strong engineering team that reflects these values and puts into practice all the systems we are building for companies and individuals to do the same thing. We are building the tools and ecosystem that advocates for the highly qualified Women, POC, Disabled, and Queer and Trans technology workers.

about the role:

We are looking for a **Full-Stack Engineer** to help execute an ambitious technology roadmap. You will work closely with our VP of Product and Senior Engineer to implement and maintain our Node.js and React.js applications, follow agile best practices, perform and receive code reviews, maintain and improve our codebase's test coverage, and take ownership of product features from conception to completion.

As part of the SquadJobs team, you will work to create and improve the hiring processes of companies across the globe. This is not a simple problem and we want you to help solve it. We'll be looking for you to help us tackle complex issues like matching candidates and job opportunities, advocate for unreWe'll need you to help create amazing experiences and tools for those looking for a job and those needing to fill roles at their company. This is a two-sided marketplace with all the complexities that entails. The problems aren't already solved and just waiting for us to execute. Nope - we need to figure it out together. If that sounds like something you'd be interested in then this job may be great for you.

location

Remote - North America

salary

\$125,000 - \$145,000

Depending on experience & location

bonus

Annually, based on individual and company performance

who you are:

- You love solving hard problems with a badass team.
- You thrive in environments without a lot of structure and stay focused even as priorities shift.
- You value frequent and transparent communication.
- You're excited to join a small, but mighty, team where your contributions could be implemented quickly.
- You crave getting user feedback and improving the product as quickly as possible (ship daily or more frequently).
- You can take a need or a problem and create structure out of it and help others execute on that structure.
- You value frequent and transparent communication.



what you'll do:

- Lead the design, development, and maintenance of SquadJobs - full-stack development, architecture, and infrastructure.
- Develop robust and scalable full-stack applications using technologies such as React, Node.js, and Elasticsearch.
- Conduct thorough code reviews and provide constructive feedback to ensure code quality, performance, and scalability.
- Champion inclusive engineering practices and contribute to the creation of an inclusive and supportive engineering culture.
- Promote accessibility and usability standards to ensure our products are usable by a diverse user base.
- Stay up-to-date with industry trends, emerging technologies, and advancements in DEI practices to drive innovation within the team.

experience

- Bachelor's degree in Computer Science, Software Engineering, or a related field. Relevant professional experience is good as well!
- Strong proficiency in React.js, Node.js, Typescript, and full-stack development.
- Familiarity with agile development methodologies and the ability to work collaboratively in a fast-paced startup environment.
- Passion for diversity, equity, and inclusion, with an understanding of the challenges faced by underrepresented minorities, women of color, and the LGBTQIA+ community in the tech industry.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams that all work remote.

language & tools:

- JavaScript/TypeScript
- NodeJS
- React.js
- PostgreSQL

preferred qualifications:

- Experience with Elasticsearch and Kibana
- Familiarity with deploying and scaling web apps using a cloud service (AWS, Azure, Heroku, etc.)
- An understanding of JWT authentication and role-based applications
- Familiarity with tools/extensions like TailwindCSS, Vite, WebPack
- Experience with Sequelize and RxJS

benefits & perks:

- The ability to work remotely forever
- Fully covered health, dental and vision insurance
- Computer Stipend
- Vacation
- Paid Sick Time
- End of year "Recharge" time off
- Joining not just a team, but a squad of like minded teammates who are committed to solving tough problems
- We actively seek a diverse pool of applicants from or who have worked closely with historically marginalized groups, including but not limited to people with disabilities, people of color, LGBTQ people, first- or second-generation immigrants, and people from low-income families.

