Senior Software Engineer

Description

The Role You�ll join a team of engineers responsible for email and commerce compliance tooling, building out adaptive fraud prevention and detection systems, and providing creators with in-application analytics to inform how they grow. This group cares deeply about creators and helping them along their journey. We�re looking for an engineer that enjoys the product side of product development; has empathy for the creators that we serve, and is eager to work on a fast paced team that ships consistently. To learn more about how our engineering team works, you can peruse our engineering blog. Responsibilities Own solving problems across the full stack in collaboration with your team Actively participate in driving the technical direction of our codebase Collaborate with team members across the organization Proactive communication with product stakeholders Staying up to date with current technical best practices Requirements Successful delivery of multiple software projects or products in a team environment Built end to end production applications at scale in Ruby on Rails Experience working with JavaScript and React (or comparable framework) Experience writing code that is accessible, scalable, maintainable, and performant Comfortable working remotely in an autonomous environment – you don�t mind asking questions and problem solving in public communication channels Able to work in US time zones – you don�t have to live in those time zones, but you have to be able to collaborate with your teammates during those times Belief in our mission, vision, and values Attend bi-annual in-person retreats Nice to Haves Experience building and/or integrating with machine learning models. Experience with visualizing data and/or statistical analysis Compensation + Perks + Benefits ConvertKit has standardized salaries based on position, no matter where you live. For this role, we�re hiring at a level 3 ($147,000) or level 4 ($174,000). Level is determined based on experience and our interview process. Other benefits include: Profit Sharing ConvertKit equity 401k with a 5% match Monthly medical benefits up to $1,850 a month toward premiums. Dental and vision premiums covered 100% $4,000 equipment allowance for your first two years, $3,000 budget every following two years Individual learning + development budget ($3,500/year) Gender affirming benefits Childcare benefit up to $3,000 annually Twenty (20) days of paid time off during each year of employment Paid paid vacation: An after-tax bonus of $1,000 for taking five consecutive days of vacation where you�re fully unplugged from work Ten (10) paid holidays a year Two weeks of paid sick time each year, including mental health + well being days Twelve (12) weeks paid parental leave and flexible scheduling in your child�s first year Up to six weeks of paid bereavement leave, medical leave, and disaster after six months of employment, two weeks of each paid leave in your first six months Winter Break Closure: ConvertKit closes for a week at the end of December, giving everyone a collective break to enjoy the holiday season. Essential support services remain available, with teams coordinating to ensure coverage during this period Four-week, paid sabbatical after five years with the team How to Apply We know that most people hate interviewing (we relate!). We aim to make it as good of an experience as we can, and part of that includes keeping you informed during the process. Here�s what you can expect from the process: 45 min – Hiring Manager screen Work Sample 90 min – Working session with the team 60 min – Culture Contribution Chat 30 min – Hiring Manager Wrap Up To get started, complete this application, including answers to the questions on the next page. We read every single application, and your responses to our application questions help put your experience into context.Please mention the word **VIBRANT** and tag RMjYwMDoxOTAwOjlwMDA6OTI6OjE6ODAx when applying to show you read the job post completely (#RMjYwMDoxOTAwOjlwMDA6OTI6OjE6ODOAx). This is a beta feature to avoid

Hiring organization
ConvertKit

Job Location
Boise, Idaho, United States

Base Salary
$ 60000 - $ 110000

Date posted
May 14, 2024

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Contacts
Job listing via RemoteOK.com