

Senior Software Developer Clinical Group

Description

We're looking for Senior Software Developers at various levels to join Jane's Clinical Group. This group of teams is responsible for allowing practitioners to focus on providing the best patient care. This group owns features in our app like charting, intake forms, clinical surveys, integrations, and more. Weâ€™re also building for a new type of Jane user – the 3rd party developer. Providing extensibility opportunities in our charting domain is a new, multi-year initiative that youâ€™ll get to play a role in shaping. Most of our roles are full-stack though we allow that developers may tend more to front-end or back-end focus. Like with all positions at Jane, this position is a remote position, allowing you to work anywhere you want across Canada. Building a delighted team who can delight our customers is part of Janeâ€™s DNA. In our most recent company-wide health check, 99% of our team agreed that our founders demonstrate people are important to Janeâ€™s success. On top of that, 98% of our team felt Manager cares about them as human beings and that they are supported when needing to arrange time off from work. Weâ€™d never claim to be perfect, but weâ€™re working hard to listen to our people and improve each day. We really want the people who work at Jane to love being here, so it's important that we start with a bit about what makes our company unique and try to be as transparent as possible. Our values also provide some insights into Jane and hopefully, youâ€™ll have a better idea if this might be the kind of company you want to be part of. Before we were Jane, our Co-Founders were solving problems for their own clinics not realizing that a few years later, this team would grow to support tens of thousands of healthcare practices in more than 60 countries. Our platform is now helping to modernize the world of practice management software. We enable the likes of physiotherapists, mental health counsellors, chiropractors, and other allied health practitioners to run their practices in a digital-first way through features such as online booking, charting, scheduling, telehealth, and billing along with an evolving library of features. You can see more of them here. Although weâ€™ve grown, still to this day, weâ€™re rooted in solving clinicsâ€™ problems and making sure we donâ€™t lose sight of Janeâ€™s vision. We have remained profitable for the past seven years, weâ€™re product-led and growing organically (and responsibly) to the point where 85% of our customer growth is either from customer referrals or word of mouth. Growth like this is unique, especially in the world of SaaS, and it doesnâ€™t happen by chance. We have a brilliant team of over 400 Janers who are doing an amazing job of listening to our customers, building what they need, and providing industry-leading support. We pride ourselves on flexibility & autonomy, some of our team block out their calendars to pick up their children from school (and this is normal at Jane), and we even have a #kids channel in Slack. Weâ€™re not a clock-in clock-out system-type environment. With that being said, weâ€™re not going to paint the picture of a perfect environment either. Weâ€™re a company thatâ€™s scaling quickly, we have many moving parts, many of us are doing this for the first time and sometimes, we donâ€™t have processes in place or clear views which can require a lot of resourcefulness and a passion for problem-solving. With all that to say, if youâ€™re looking for an environment where you can grow, stretch yourself, and work with some incredibly talented people on problems that are positively impacting people's lives, Jane could be the place for you. Compensation Expectations for the Role Janeâ€™s committed to paying our team members fairly, clearly, and above all, paying for growth. This role has a minimum annual salary of \$117,100 and a maximum annual salary of \$182,900. As you may have noticed, this salary range is quite large, and this is intentional to account for the growth someone will experience in the role throughout their time at Jane (i.e., from building the skills, to accomplished, to highly proficient, all the way to achieving excellence in the

Hiring organization

Jane Software

Job Location

Canada

Base Salary

\$ 65000 - \$ 112500

Date posted

June 12, 2024

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role). When hiring talented folks to join the Jane team, weâ€™ve found that new team members are best set up for success when hired with the expectation of being fully accomplished in the role, which for this role would reflect a salary between \$139,000 to \$146,300. It's also possible to join Jane at a salary above or below this, which would mean a salary below \$139,000 which typically reflects someone who has all the potential to be fully accomplished in the role but doesn't yet possess all the skills required, while a salary above \$146,300 is typically for individuals who are currently in this role at Jane and had the opportunity to make a significant positive impact on our customers, product and company with deep Jane knowledge. At Jane, we pay for growth, which means that youâ€™ll continue to have conversations about your career development with your manager and see your compensation grow over time as you build an amazing career with us. The impact you could haveâ€¦ Collaborate closely with your team, technical leaders and cross-functional groups to ship impactful features that directly benefit our customers. With more seniority, take on a leadership role by helping to drive projects, set goals and mentor fellow developers to foster growth and excellence within the team. The experience we feel we need: Recent Ruby on Rails experience as well as TypeScript and React. Consideration will also be given to specialized experience covering just the front-end or back-end of our stack. Experience with systems design and dealing with technical complexities on solutions or projects. Experience applying API design principles. Experience in agile environments or with incremental delivery of value to customers. Experience in up levelling a team from an engineering or operational excellence point of view. Experience developing software in regulated industries like healthcare or payments. At Jane, weâ€™re committed to fostering an environment that allows you to come to work as your truest self. We believe itâ€™s important to actively recognize, embrace, and celebrate our differences in order to make Jane an inclusive, equitable, and diverse workplace. We want to build a team of people who make conversations rich with perspective and experience. We are committed to listening to every voice in order to learn and grow because doing this will allow us to meet the needs of the diverse community of helpers that Jane serves. We do not tolerate discrimination, prejudice, or oppressive isms of any kind. Employment is decided on the basis of qualifications, merit, experience, and the needs of the Jane community. We encourage anyone who requires accommodation or adjustments throughout the interview process to let us know, and we will do our best to support you. Please mention the word ****PRIDE**** and tag `RMTguMjM3LjIwNC4xMTE=` when applying to show you read the job post completely (`#RMTguMjM3LjIwNC4xMTE=`). This is a beta feature to avoid spam applicants. Companies can search these words to find applicants that read this and see they're human.

Contacts

Job listing via RemoteOK.com