

Senior Software Engineer Experiences

Description

Human Interest is on a mission to ensure that people in all lines of work have access to retirement benefits. Nearly half of all working Americans are not saving enough for their future. Too often it's because they are employed by a company that doesn't offer a retirement plan. Human Interest is changing that by making it affordable and accessible for small and medium-sized businesses to offer employees a path to financial independence through retirement savings. We're a high-growth tech company changing the retirement industry. We've raised \$500M and are backed by leading investors. Most recently, by funding from BlackRock as well as many other top investors: TPG (The Rise Fund) with SoftBank led our Series D, Glynn Capital, NewView Capital, USVP, Wing, Uncork, and others. About the role As an engineering organization, we seek to redefine the retirement services space with software that drives toward an effortless, efficient, scalable, and highly reliable cloud based experience. We: Value continuous improvement – we care about documentation, security, durability, not just throwing features over the wall. Help each other be better engineers – we leave things better than we found it. Aspire to collaborate seamlessly – we ensure our software is improving the customer experience. Join our Experiences organization as part of a new team dedicated to creating a groundbreaking product for an emerging customer base. We see a unique opportunity to service multiple personas in the financial services industry and are developing new experiences tailored to these roles. This work will require coordination with all of our engineering teams. We want someone passionate about modeling the business opportunity and building a resilient system that will last at least 3-5 years out. As a Senior Software Engineer, you will play a pivotal role in architecting and developing new microservices from the ground up, ensuring seamless integration with our existing ecosystem. This is an exciting opportunity to be at the forefront of innovation, working with cutting-edge technologies to deliver exceptional experiences. We seek a strong backend expert passionate about building scalable, robust services and driving forward our customer experience. What you get to do every day Work on business-critical, foundational services that serve as the backbone of our entire platform. Improve complex processes and systems to make them more robust and require less human intervention. Design, build, and maintain our user experiences for both external and internal customers. Collaborate with other engineers and stakeholders to share knowledge and build expertise. Develop ownership over domains in our system and make informed engineering tradeoffs. Advocate for and delight internal and external users. Write clean, high-quality code and tests to keep our system fast, reliable, and monitorable. Build integrations with other systems across the Engineering org. Lead and participate in development life cycle activities like design, coding, testing and production release. Contribute to our evolving engineering standards, tooling, and processes. What you bring to the role 7+ years of software engineering experience. Experience building scalable backend technologies. Experience scaling database platforms (Nosql, SQL). You like solving for ambiguity – we'll look to you for ideas on how to solve problems. You are excited by opportunities to both break ground on new projects and provide fresh perspective onto past implementations. You want to build and own your work end-to-end. You are eager to move fast, but recognize when to build for the future. Ability to think creatively, and share knowledge with others. Ability to write understandable, testable code with an eye towards maintainability. Proactive and empathetic mindset – you love to roll up your sleeves to fix problems for our customers. Nice to have Experience architecting complex SaaS products with Service Oriented Architecture (SOA) and

Hiring organization

Human Interest

Job Location

San Francisco Bay Area, California, United States

Base Salary

\$ 62500 - \$ 115000

Date posted

June 15, 2024

Apply Now

microservices. Familiarity with our tech stack – Node.js, React.js, GraphQL, PostgreSQL, AWS Strong knowledge of TypeScript. Past experience working with cloud technologies such as AWS or Microsoft Azure. Experience working in a highly regulated industry – Financial Services, Healthcare, etc. Self-driven and willing to learn. Proficiency with Git as a version control system. Why you will love working at Human Interest Mission – Highly collaborative startup dedicated to supporting employee engagement and growth. It's an opportunity to help solve one of the biggest unsolved problems in America: saving for retirement. Culture – Our operating principles define how we come together as a team to do our work. They reflect Human Interest's unique view on what's important and what's right. Documenting this core aspect of our culture helps employees make good decisions on their own. It also helps candidates considering career opportunities critically evaluate whether they will thrive at Human Interest. Customer obsession Long-term orientation Autonomous and accountable teams An escalating bar for talent and performance Fundamental optimism Read more Compensation – At Human Interest, there are a number of factors that are used to determine the appropriate pay range for each position. We take into account the cost of labor for each position in various markets across the US. The base salary for this position spans \$190,000 – \$210,000 and represents the minimum in our lowest geographic region to a maximum in our highest geographic region. The salary that we offer to a new employee within this range is based on their location within the US, their relevant job-related skills, and experience. At Human Interest, base salary is one component of the overall Total Rewards package. Depending on the position, additional compensation components such as bonus, commission, and equity may be offered. All of our employees are offered a robust suite of physical, financial and mental wellness benefits. Benefits – A great 401(k) plan: Our own! Our 401(k) includes a dollar-for-dollar employer match up to 4% of compensation (immediately vested) and \$0 plan fees Top-of-the-line health plans, as well as dental and vision insurance Generous PTO and parental leave policies Addition Wealth – Unlimited access to digital tools, financial professionals, and a knowledge center to help you understand your equity and support your financial wellness Lyra – Enhanced Mental Health Support for Employees and dependents Carrot – Fertility healthcare and family forming benefits Candidly – Student loan resource to help you and your family plan, borrow, and repay student debt Monthly work-from-home stipend; quarterly lifestyle stipend Employee Resource Groups including Veterans, Lift Every Voice, Pride, LatinX, Families, and Women in Tech Fun online and regional events and celebrations and department and company offsites The vast majority of our positions can be 100% remote We're a great place to work (but don't take our word for it) Here's a list of our awards and accolades: Certified as a Great Place To Work® (2023-2024) Best Places to Work by Built In (2023-2024) America's Best Startup Employers by Forbes (2020-2022, 2024) A Top Company by Y Combinator (2020-2023) Inc. Fastest Growing Companies (2021) Human Interest is an equal opportunity employer. All applicants will receive consideration for employment without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran or military status, pregnancy, or any other characteristics protected under federal, state, or local laws. Human Interest employees must adhere to the Company's security policies and Code of Ethics. Please note Human Interest does not accept unsolicited resumes from any source other than directly from candidates. We will not consider resumes from vendors including and without limitation search firms, staffing agencies, fee-based referral services, and recruiting agencies. Pursuant to the San Francisco Fair Chance Ordinance, we will consider employment-qualified applicants with arrest and conviction records. We comply with CCPA guidelines. See more: <https://humaninterest.com/disclosures> Please mention the word ****SLEEK**** and tag **RMjE2LjI0NS4yMjEuOTE=** when applying to show you read the job post completely (**#RMjE2LjI0NS4yMjEuOTE=**). 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