

Job Description: Junior Software Engineer

The Junior Software Engineer will serve as an engineer for all technologies for TechniPhi. He/She will serve as a collaborative member of the TechniPhi engineering team charged with building out the next generation of our platform to help groups grow. The Junior Software Engineer reports to the Technology Director of TechniPhi.

Major Responsibilities:

Development

- Work closely with the engineering team to build the next generation of TechniPhi's platform and maintain the legacy platform
- Develop and maintain web and API products by writing clean, documented, scalable, and testable code using best practices
- Work closely with web designers, software testers, project managers, and other TechniPhi team members to ensure products meet visual design and functional intent

Customer Service

- Provide unforgettable, world-class customer service and support solutions to Phired Up clients and partners
- Assist with 24-hour technical support during heavy primary recruitment seasons of January, February, August, and September

Leadership and Collaboration

- Stay up to date with emerging technologies/industry trends and apply them into operations and activities
- Write well-designed, testable, efficient code by using best software development practices
- Document all written code so that other developers can easily identify intended functionality and process
- Work in collaboration with the technology team to innovate, strategize, and envision the future technology offerings of the company
- Uphold, at all times, the values, mission and purpose of Phired Up and TechniPhi

Desired Skills and Knowledge

- Required
 - Javascript
 - Node
 - React
 - Python
 - MySQL
 - Automated testing best practices
- Preferred
 - MongoDB
 - Postgres
 - Redux, Redux-Saga, Material-UI, Sequelize
 - Flask, Flask-SqlAlchemy
 - AWS
 - Knowledge and understanding of fraternity/sorority recruitment

Teamwork:

You will work for the benefit of the company and your teammates. You will reflect our values and our core principles. You will model fraternity and sorority, brotherhood/sisterhood, and integrity. The following is a listing of commitments we make to each other at Phired Up of *how* we demonstrate teamwork.

Practice What We Teach. We are Socially Excellent. We are Dynamic Recruiters. We serve first. We add value. We solve problems. We are masters of relationships.

A Culture of Care. Our team culture will be loving, caring, fun, empathetic, and professional. We will be intentionally kind to each other, inclusive of all, respectful at all times, and uplifting to all those who come into contact with us. We promote balance and health -- we know there are intense seasons in the company, and we expect our team to work exceptionally hard for our cause, but we require our people to stay healthy and balanced throughout the year.

Build The Process. Teach The People. Our priorities are to 1) build the process, and 2) teach the people. To get everyone "On System." Our technology will serve 100% of the PNMs and 100% of the chapters in our industry. We teach everyone who impacts or is impacted by that process our core philosophy.

Our Philosophy: We create and continually grow a master encyclopedia of our wisdom and expertise that will inform every product, service, and communication we produce.

Inclusiveness. We will serve the growth of all collegiate fraternities and sororities with excellence.

Data. We collect and report the relevant data that informs and transforms the industry.

Systems. We are systems obsessed. Everything we do must be repeatable, scalable, intentional and not based on individual personalities. We are built to humbly impact the industry, not to be famous individuals.

Under Promise. Over Deliver. We are always prepared. A step ahead of our clients and the industry. Humble. Reliable. Polished. Ready to wow. Predictably exceptional.

Partnerships. We leverage meaningful and responsible partnerships with values-aligned industry partners to creatively accelerate our impact on the marketplace.

Business Strategy & Finance Ethics. No means, no mission. We operate proudly as a for-profit company and invest back into the company. Explosive growth is not the goal. Rather, we strive to do the most good for the most people in a way that drives change and measurably solves problems. We do this with conservative financial principles. In this way we stay disciplined to serving our staff and say no to good opportunities that aren't good for us right now. If clients won't pay for the concept, they aren't ready to invest in the product. We are not smarter than the market.

Results Required. If there is no work, there is no job. If people don't pay the company, the company can't pay you. Results are required.

Unite the Industry. Remain Neutral. We know all the key players, sit at the table when industry decisions are made, and understand the game. We are unifiers. Connectors. We give ideas away. We deflect credit. We are trusted by all as ambassadors of the movement.

Relevant and Generous Brand. We must be the most in-tune and helpful voices in the industry related to the pre-member experience. We must generously share our wisdom publicly in ways that our target audience actually receives and appreciates. Our buyer is rarely our audience. Knowing how to speak differently to each is a major key to our success.

Simplicity for Buyers. We must make it simple and enjoyable for clients to purchase services from us without confusion. We will make the lives of our customers easier from their first impression of us all the way through their full

integration into our system. We put our customers experience first. If they are ever unhappy with us, that means we have somehow failed to exceed their expectations.

Relationship Sales. We live our brand, retain business, and accelerate our impact when our team members are woven into the fabric of the industry; when we have personal relationships with 3+ people/leaders at every campus, HQ, organization that we might serve; when we attend and lead both the formal and informal gatherings of the industry; when we are the social chairs of the industry; when we know and are in contact with every recruitment chair on the continent; when we stop selling and focus on listening ... solving problems for our friends.

Purpose Driven Team. We don't *have to do* this work, we *get to do* this work. It's a sincere privilege to serve others doing work we believe in. We rarely complain. Never publicly. We know it can be hard. Demanding. Thankless. The cause is worth it. We are grateful to serve. We work for the cause. All of us could earn more, doing less, working somewhere else. We each choose to do this work because of the mission of this team, love for our Phamily, and belief in fraternity/sorority.

Overview and Application Instructions:

Phired Up and TechniPhi are looking for a junior frontend, backend, and/or full stack software engineer to join our engineering team in building out the next generation of our platform, as well as to maintain our legacy platform. The ideal candidate is self-motivated and a hands-on learner. They are passionate about building great software, using robust and scalable software solutions to solve business and user problems. They must be at ease working in an agile environment with little supervision. This person should embody a passion for continuous improvement and test-driven development. This is a fully remote position, with occasional travel within the continental United States for team meetings and retreats.

To apply, email your resume, cover letter, salary requirements, and three references to Branden Stewart, Chief Operating Officer at Branden@TechniPhi.com. Applications will be accepted on a rolling basis until a candidate is hired.