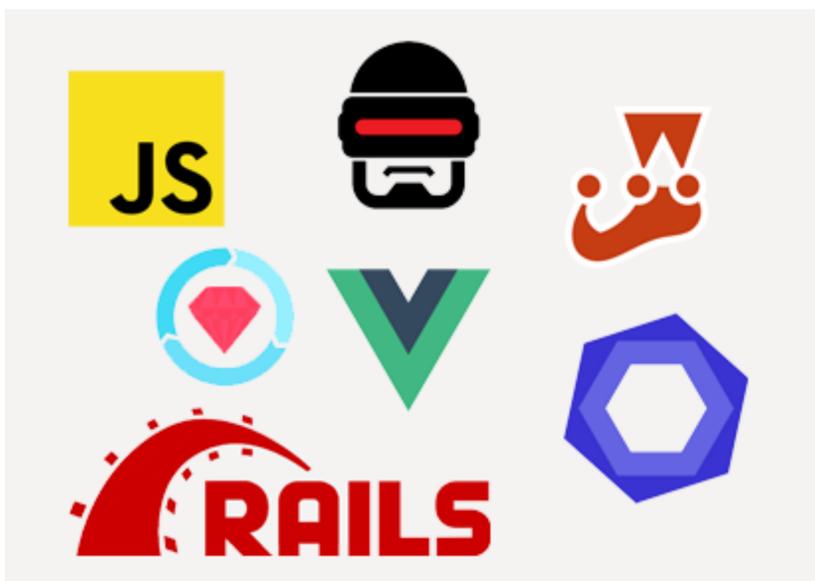


Engineering at Ciara.

We put engineers first at Ciara. Defining a new category of business software only works with the best product in the world, built by the best engineers in the world.

We don't waste time with useless meetings, stand-ups or other overhead, so you can focus on what's really important: Writing good code.

Our tech stack.



Our code base is still small and we maintain it in a single repository. The backend is written in **Ruby on Rails** (Rails 5.2). The frontend is composed of several small single page applications using **Vue.js**, written in ECMAScript 8 with **Babel** and packed by **Webpack**. We have a pretty good test coverage (Jest & RSpec) of ~80% (real useful coverage) and use ESLint and rubocop to maintain coding standards.

For our deep learning and voice analytics experiments we use open source projects like TensorFlow, Keras and Rasa NLU with **Python**.

What we offer.

- ✓ Work whenever you want. Office hours don't matter. What matters are stable, robust and well-tested features.
- ✓ A no-bullshit philosophy: We only do what's necessary and useful. We continuously adapt our processes, so there is minimal overhead and maximal output.
- ✓ We use Notion to prioritize our work. Big features are broken down to individual user stories with clear expected outcomes and acceptance criteria.
- ✓ Code is pushed to individual branches, reviewed by peers, and instantly pushed to our live systems. Every developer can push code to production and is responsible for it.
- ✓ We provide convertible desks (sitting / standing), good chairs (no IKEA), a dual/three monitor setup with 27" Dell monitors and the newest Apple hardware.
- ✓ We believe in diversity. We speak English at work, already have a 50/50 gender balance, & our colleagues come from 3+ different nations.
- ✓ We are in this together. So every full-time employee participates in our stock option program.

What we want from you.

- ✓ Come in with a lot of ideas. Think about Ciara in advance and tell us why you would like to work here.
- ✓ We don't believe in coding tests. Preferably you come in for one or two days and we work together on a real problem in our real code base. If this isn't possible, please bring some code (yours or open source code) that we can review together.
- ✓ Tell us more about a project you're passionate about. It doesn't matter if this is a board game, coding style, the latest test framework or a new paper plane model.
- ✓ We look for senior developers that have worked in team environments before and released major features to production.

Does that sound like a match?

Apply now!