Marmoset is seeking a Lead Software Engineer.

Marmoset is seeking a Lead Software Engineer with expertise in Ruby on Rails and Javascript. As a Lead Software Engineer, you'll provide technical leadership to coach and mentor the engineering team on coding standards (and write your own code, too). As a critical member of Marmoset's Tech Team, you'll help us by making important technical decisions about solutions and architecture, and leading our ongoing quest for better application performance. We're looking for someone to help lead innovation and product development, ultimately taking an award-winning website/app/music licensing platform to the next level. This role must work onsite at Marmoset World HQ.

More specifically, you'll:

- Bring a heartfelt passion for mentoring and growing our amazing engineering team
- Collaborate with our Product Owner to understand business logic and acceptance criteria
- Help define and contain the scope of development efforts
- Guide code reviews and provide overall mentorship to our engineering team
- Contribute to the overall architecture of our app, while also remaining a hands-on Software Engineer who writes code.

This opportunity includes the following technical requirements:

- 5+ years experience as a Software Engineer
- Experience and passion for mentoring and inspiring Software Engineers to learn and grow
- A demonstrated expertise of Ruby on Rails framework
- An understanding of modern Javascript frameworks and libraries (jQuery, React, Backbone, etc.)
- Expertise in scaling applications and performance for increased traffic, usage, and components
- Expertise in building and expanding application architecture
- Possess a solid methodology for developing and managing clean, readable, maintainable code
- Working knowledge of standards-compliant and semantic HTML, CSS, the DOM
- Working knowledge of open-source database server technology (PostgreSQL, MySQL)
- Working knowledge of open-source version control systems including (Git, Bitbucket, etc.)
- Working knowledge of agile/scrum methodologies

What you should know: The app is built on Ruby on Rails, uses a Postgres database, ties into third party services, and runs on Heroku with assets stored on S3. We're implementing React on our front end. The website/app won Webby for E-Commerce and many other awards and accolades.

Our main focus for the next 12 months is: 1) Innovation -- developing new features, improvements, and solutions for both clients and internal needs, and 2) Scaling up the app to meet our rapidly growing business needs -- maintaining a clear focus on sound architecture and sustainable growth.

Third-party services we use:

- Heroku
- AWS S3 (for asset storage)
- New Relic (for app monitoring)
- JIRA
- Github
- Memcached
- Mandrill (email templating and automation)
- Intacct (accounting)
- PipelineDeals (sales funnel)
- Zapier
- CircleCI

You

Basics: You love what you do and you're looking to do something rewarding that makes a difference in the world. Or maybe you're sick of the grind at a big company and are seeking a refreshing culture where quality of life and people's lives matter the most. If this sounds like you, keep reading.

Personality: Self starter with a contagious "can do" attitude. You enjoy teaching code to other developers and embrace mentoring others. You want to grow as a leader. You have thick skin and are able to regularly accept failure and/or rejection and grow from it. Calm and cool under pressure and you are rarely ruffled by stress. You prefer working with a tight team vs going lone wolf.

Abilities: Excellent communicator, strong researcher, attentive listener, fast learner. You're proactive, resourceful and are able to dig in and figure things out. You eat errors for breakfast and pride yourself on eradicating them. You have a demonstrated ability to help others level up. You enjoy SCRUM and agile methodology.

Experience: At least 6 years of total experience, including 4 years minimum working with RoR and JavaScript -- with a portfolio that backs it up. Your track record includes big projects, major integrations, and important product upgrades. You've worked on a team of developers where your leadership, teaching and mentorship led to success. You're a forward thinker who considers how your work will affect others, years after you're gone.

Marmoset

A Portland, Oregon based creative agency with BIG dreams. Launched in 2010, steadily growing.

It's more than a creative agency. Marmoset's core purpose is Community -- caring for our people: our staff, our clients, and our entire community.

Familial work environment that's fun, offers flexibility and cares deeply about what we do.

Marmoset has ranked #6 "Fastest Growing Companies in Oregon," "100 Best Companies to Work for in Oregon," and INC Magazine's 2017 Best Places to Work.

Occasional 50 hour work weeks are offset with unlimited paid time off with tons of flexibility.

Benefits: Generous paid time off, flexible work environment, one month paid sabbatical after 4 years, medical, vision, dental, matching 401K. Paid parental leave. Gym & Fitness benefit OR employer-funded FSA, mass transit benefit, bike benefit, technology allowance, live music benefit, cell phone stipend, continuing education assistance. Generous profit sharing plan. Progressive vibes and kombucha on tap that flows like a river.

Culture: Marmoset fosters a progressive culture and work environment with a high degree of trust, collaboration and level of care that's hard to find.

Passion: You love collaboration, teamwork, and thrive in a fun, familial environment. Passion for music, arts and community is a **must**.

Your priorities are 1.Teaching + Mentorship, 2.Teamwork and Collaboration, and 3. Excellence in your work. You take the longer, harder path to achieve better longterm solutions.

Learn more about our values by watching a TED Talk by our Founder Ryan Wines: https://www.youtube.com/watch?v=ZX-wTXC35wo

Pay: This is a senior level role with senior level compensation.

Marmoset is a proud Equal Opportunity employer, celebrating a diverse, inclusive community of people, cultures and stories.

Because we are a small company, this opportunity has the potential (and likelihood) to evolve in a variety of ways as we continue to grow, and will at times require a high degree of flexibility, patience, adaptation and juggling, depending on what needs to be done.

Worth knowing: At Marmoset, being aligned on virtues and values is more important than credentials, accolades or experience. Along those lines, here's the top, most important virtues of a successful Marmoset employee:

Virtues

1. Commitment (to all of the unique, quirky ways, norms, systems, culture, and rituals at Marmoset).
2. Fire in the Belly.
3. Humility.
4. A sincere desire to listen, learn and grow.
5. Talent and Experience (important, but intentionally listed last)

If these virtues resonate with you and sound like how someone might describe you, then we're on the right track.

Most importantly, you should know we care about people more than awards, achievement, and financial success attained in the bottom line. People, quality of life and relationships matter most. Period. We're a close-knit group of people and we work hard to maintain a positive, healthy, rewarding and even fun culture. Here's Marmoset's purpose and core values, as defined by our staff:

Purpose: Community

Core Values:

- Take care of our people: our staff, our clients, our community.
- Do the unexpected and blow people's minds.
- Respect and celebrate the differences among us - including our diverse identities, backgrounds and cultures.
- Have fun. Be healthy. Unplug and enjoy the fruits of our labor.
- Do the right thing.

We work to keep these core values and purpose ever-present in all that we do and we let them be a filter we use to make decisions and help us do better work.

Marmoset provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Marmoset complies with applicable state and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. **Marmoset celebrates a rich, diverse, inclusive community of people, cultures and stories. It's the stuff that makes us better.**

APPLICATION PROCESS

Please submit a one page resume, a one to two page letter of interest and at least three references - all in PDF format.

In your letter of interest, feel free to elaborate on your experience and your story so we can get to know you better. What are your superpowers? What is your kryptonite? Why do you consider yourself a leader or a mentor? Describe your experience working on a tight, high functioning team. How do you see yourself making an impact at Marmoset? How much do you love SCRUM and Agile methodology? We'd like to see some of your work, so please be sure to include any web links and/or a portfolio of some kind.

Additionally, in your letter of interest, please be sure to include a statement of purpose (100 words maximum).

We plan to begin interviewing people immediately on a rolling basis, so please apply as soon as you can and **please carefully follow the application guidelines**, listed above. Applications that don't strictly follow the above guidelines may not be considered.

Please email your complete PDF to opportunities@marmosetmusic.com .
We will respond to all applicants and inquiries via email; please do not call.