**Job Title:** Software Engineer  
**Job Category:** Engineering  
**Department/Group:** Engineering  
**Location:** Seattle, WA  
**Salary Range:** $80-$100K  
**Position Type:** Part-Time eligible  
**Equity Compensation:** Competitive option grant upon negotiation  
**Date Posted:** 10/18/2019

**Applications Accepted By:**

Email: careers@tributementorship.com  
Online: LinkedIn, Tribute

**Company Description**

**Stories inspire us to connect and act.** That’s why we’re on a mission to redefine mentorship through the transformative power of personal stories and Shared Life Experiences™. We believe personal stories and Shared Life Experiences™ create more authentic connections, lasting relationships and professional growth, for both mentor and mentee.

We also know that a more connected workforce creates better leaders, teams, and companies.

Join us! Tribute is made up of business leaders, strategists, entrepreneurs, marketers, designers and more, brought together by a shared vision of creating authentic connections – for companies and employees – that harness the transformative power of a mentorship experience led by personal storytelling.

**Job Description**

**ROLES AND RESPONSIBILITIES**

The Software Engineer reports to the Chief Executive Officer (CEO) and works in tandem with Tribute’s leadership team, Board of Directors and advisors to gather complex needs from across the company, including Sales, Operations, and Customer Success to guide, evangelize and deliver the product roadmap.

**Responsibilities include:**

- Writing clean, high-quality, high-performance, maintainable code
- Develop and support software including applications, database integration, interfaces, and new functionality enhancements
- Coordinate cross-functionally to ensure project meets business objectives and compliance standards
- Support test and deployment of new products and features
- Participate in code reviews
- Collaborate with leadership team to determine technical specifications required to meet objectives
- Day-to-day management of product development and support across a team of outsourced developers and customer support professionals. Opportunity to grow into managerial role overseeing a small team of inhouse developers
• Skillfully allocate finite resources for maximum outcomes
• Support decision-making on prioritization of roadmap initiatives with data-driven approaches, factoring in profitability, market, customer, and technical considerations
• Technical assessment of competition in existing market segments
• Provide technical architecture and requirements for product roadmap to support rapid product expansion into new markets and segments
• Support recruitment of in-house and offshore technical resources by participating in interviews, vendor assessment, and evangelization

QUALIFICATIONS AND EDUCATION REQUIREMENTS

The Software Engineer will be a broadly qualified professional with experience delivering quality code in a high-growth, cloud-centric, sales-driven environment. A focus on quality and efficiency to accelerate sales and adoption velocity in day-to-day tactics will be a key condition for success.

A successful candidate will be able to balance Tribute’s pace of delivery with the long-term needs of an expanding business. Most importantly, they will need to bring an inclusive, human first leadership style and be able to work in a flexible and collaborative culture.

• Bachelor’s degree in Computer Science (or related field)
• Expertise in Object Oriented Design, Database Design, and XML Schema
• Experience with Agile or Scrum software development methodologies
• Ability to multi-task, organize, and prioritize work
• 3-5 years of work experience in the Technology industry, preferably with SaaS business models
• A flexible, action-oriented, and resourceful individual with an ability to gets things done across multiple, simultaneous priorities
• Growth mindset, sense of curiosity and dedication to the team’s success
• Recent Experience with Marketing, Human Resources, and IT tech stacks, M&A integration, Cloud and SaaS preferred

SKILLS REQUIREMENTS

Mobile App Development
UX Design
JavaScript
Azure
Ionic
Native iOS/Android preferred