



Frontend Engineer (Mid-Level)

Job Description

ABOUT US

[Percent Pledge](#) powers customized social impact programs, helping companies authentically improve employee engagement, employee retention, and employer brand. Social impact has become a must-have because today's talent cares, but most companies have no solution to help employees do good. That's precisely why we exist, our easy-to-use platform offers a single source for donations, volunteering, charity vetting, and impact reports.

In less than three years, Percent Pledge has made social impact accessible for all, built a growing customer base ranging from high-growth startups to Fortune 100 firms, and helped employees donate & volunteer globally. To accelerate our continued growth, we are looking to add a Ruby on Rails experienced Frontend Engineer (Mid-Level) to our fully remote force for good.

ABOUT YOU

This role is for a mid-level frontend Ruby on Rails engineer who is passionate about making it easy for all businesses and employees to make, measure, and market a positive impact! If you're someone who is excited about building engaging and meaningful products in the Tech for Good space that leverage your knowledge of UI and UX best practices as a frontend engineer, we want to hear from you.

We're looking for a forward-thinking and collaborative engineer who — while *not* a designer — is passionate about good UI and building accessible products. While a lot of the features you'll work on will have wireframes or UI designs accompanying them, we're also looking for someone that enjoys the creative challenge of working together with internal stakeholders to shape our overall UX and then building our UI with thoughtful, reusable code. Additionally, you should be a team player who can also work independently without a lot of direction, and a solid communicator who thrives on a small team in a fully remote environment.

YOU'LL BE RESPONSIBLE FOR:

- **Write and maintain highly reusable code** that follows current frontend best practices with thoughtful test coverage.
- **Partnering closely with other engineers** to implement end-to-end new features and functionality in the product.
- **Bringing excitement and technical knowledge of UI and frontend best practices** to the team, collaborating as needed on UI/UX strategies to support new features and goals while being mindful of the limitations of our tech stack.
- **Troubleshooting frontend problems** in production with the help of tools like Papertrail and Rollbar and providing clear documentation of issues in GitHub.



- **Interfacing with customers and internal stakeholders** alike to assess and solve help desk tickets where appropriate.
- **Thinking creatively and proposing ideas** that lead to a product that delights our customers and creates business impact. (We want to hear your thoughts; no role on our team is a “code monkey” role.)
- **Owning outages and failures** with the rest of the team by participating on-call as needed.

TECHNICAL SKILLS REQUIRED:

- 3+ years of experience as a frontend engineer and the desire to progress in a frontend role
- Proficiency in semantic HTML, embedded Ruby, SCSS, RESTful APIs, and core JavaScript concepts
- Proficiency in responsive web design while ensuring cross-browser compatibility
- Proficiency with project management and cloud-based tools (e.g., Asana, Slack, Google Workspace, GitHub)
- A disciplined approach to development, testing, documentation, and code structure
- Strong written and verbal communication skills, both when communicating internally with technically proficient teammates and externally with non-technical partners
- A desire to learn and master new technologies

SOFT SKILLS REQUIRED:

- Comfort collaborating with a fully remote/distributed team
- A proactive self-starter who takes ownership of their work
- Ability to thrive in a fast-paced start-up environment, readily adapting to continually changing priorities and aggressive project timelines

BONUS SKILLS:

- A solid understanding of accessible web development best practices (WCAG 2.0/2.1)
- Professional experience with Materialize and ViewComponent frameworks
- While this is a frontend role, comfort with the M-V-C pattern and familiarity with backend architecture in the Rails ecosystem is strongly desired

SOME OF WHAT WILL BE OFFERED:

- Competitive full-time salary & benefits
- Stock options
- Opportunity to grow your career at an early stage start-up



- Kind, caring and fun team!

LOCATION: US - remote

TO APPLY, PLEASE EMAIL JOBS@PERCENTPLEDGE.ORG WITH THE SUBJECT "Frontend Engineer (Mid-Level)" AND PROVIDE THE FOLLOWING:

- Resume
- Cover Letter (Please explain the reasons you think you would be good for both this job and Percent Pledge overall)