



## Jr. Ruby on Rails Engineer (Backend)

### 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 Jr. Ruby on Rails Engineer (Backend) to our fully remote force for good.

#### ABOUT YOU

This role is for a backend-centric Jr. Ruby on Rails engineer who is passionate about making it easy for all businesses and employees to make, measure, and market a positive impact! We're looking for a forward-thinking and collaborative software engineer who is passionate about building engaging and meaningful products in the Tech for Good space using Ruby on Rails. 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:

- **Writing quality code** that follows current best practices with thoughtful test coverage.
- **Partnering closely with other engineers** to implement end-to-end new features and functionality in the product.
- **Troubleshooting 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.
- **Thinking creatively and proposing ideas** that lead to a product that delights our customers and creates business impact. (This may be a junior role, but we want to hear your thoughts; although tickets will be outlined with requirements, user story, etc., where needed, this role is not a "code monkey" role.)
- **Owning outages and failures** with the rest of the team by participating on-call as needed.

#### TECHNICAL SKILLS REQUIRED:

- 2+ years of experience as a Ruby on Rails engineer and the desire to progress in a backend role



- Proficiency in SQL
- 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:**

- Hands-on experience building B2B SaaS applications
- Direct experience with single-sign on technologies and third-party API integrations, including HRIS systems, Hubspot, and Salesforce
- While this is a backend role, comfort with HTML5, SASS, and JavaScript as well as familiarity with frontend architecture in the Rails ecosystem is a plus
- Previous experience with Heroku and AWS technologies in a plus

#### **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](mailto:JOBS@PERCENTPLEDGE.ORG) WITH THE SUBJECT "Jr. Ruby on Rails Engineer (Backend)" 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)