

## **Mid-Level Software Engineer**

We are the first and only real estate crowdfunding company permitted to raise funds through Regulation Crowdfunding, meaning we can help anyone over the age of 18 invest in real estate projects. And we're looking for someone nimble to work on building our financial technology (FINTECH) platform. Your job will be to continuously improve the technology, add new product lines, and eventually, help us to grow a technology team.

We are a startup just moving into revenue mode. We're moving fast. We've designed some processes and others are yet to be designed. We are experimenting with technology to see what works and what doesn't. We'll need you to be creative, to solve problems, and continually find better or different solutions while respecting and building on the systems that we know work for us.

While we are moving fast, we are also committed to building clean, maintainable, and well tested systems. We need technologists who are committed to delivering value, and who are not afraid to challenge decisions that deviate from that goal, who aren't afraid to ask questions and who can roll with the punches when things get hectic. We're small but scrappy, with big plans. As a Fintech company, technology is critical to our success.

### **About you:**

You're a mid-level software engineer, who can hit the ground running and contribute from day one and loves a challenge and the culture of a startup. You want to work with smart, passionate people. You want to be in a best-idea-wins environment. You think both strategically and tactically to shape the path and then to do what needs to be done to follow it. You're pragmatic in your decisions, and meticulous in execution. You've never met a challenge you didn't want to take on and you're not afraid to fail in service of success. You're responsible, accountable, self-directed but able to collaborate and work as a part of a team.

### **Responsibilities:**

- Wear every hat necessary to get the job done
- Work directly with stakeholders to analyze and define requirements
- Solve full stack cross functional problems using innovative yet practical technology solutions
- Vendor and tool analysis and selection of open source and/or commercial products/solutions
- Implement, test, deploy, support, and maintain the entire technical landscape
- Self-management, shared project management responsibilities
- Raising good questions and pushing back effectively

**What's required from you:**

- Bachelor's in computer science or other related computer field
- 3-5 years of object-oriented design experience
- Strong understanding of algorithms and data structures
- Experience in systems integration and application development
- Strong team and interpersonal communication skills
- Demonstrated leadership experience (e.g., project, team, personal, etc.)
- Ability to learn what's required

**Extra points for experience with:**

- Agile (XP, Scrum, Kanban)
- Experience using Git
- Familiarity with WordPress
- Experience in Ruby, Ruby on Rails, Javascript, and React
- Test driven development / behavior driven development
- Experience with SQL and / or NoSQL databases
- Understanding of SOA, SOLID, and Clean Code

If you think we should talk to you send us an email at [hello@smallchange.com](mailto:hello@smallchange.com) and tell us why you're the perfect fit. Please include your resume. Phone calls will not be returned