JOB DESCRIPTION

Senior Developer

MaiSoin is a social enterprise that leverages technology to facilitate the connections between health professionals and patients needing care at home or via telemedicine. We imagine a world where health systems are more efficiently structured to more appropriately support the patient and their needs.

We are looking for a senior developer that is as driven as us to make a positive impact in the world and is willing to create a long term partnership that goes beyond just writing code.

TECHNICAL SKILLS

Languages & Frameworks
- Proficient with numerous backend-oriented languages
  - Python, Ruby, Java, Golang, etc.
- Significant professional experience with at least one modern web application framework
  - Django, Rails, etc.
- At least some experience with frontend and/or mobile development
  - Web: Javascript, React/Redux, React-Native, etc.
  - Android: Java, Kotlin, Android SDK
  - iOS: Swift, Objective-C, iOS SDK

Coding Style
- Writes readable code (reasonably sized functions, sensible variable names, clear commenting)
- Enforces clean style when conducting peer code reviews
- Contributes to team-wide style guidelines

Implementation
- Writes focused and intentional code with reasonable speed
- Starts PRs with intention

Design
- Proficient with client-server architecture concepts
- Proficient with the usage of databases in the context of high availability high scale systems
- Experience with building distributed systems and service oriented architectures
- Proactively identifies security concerns and makes sure that they are mitigated

Engineering Excellence
- Defines and enforces team documentation standards
- Knows what is the best tool for the job, defining team-wide programming language & tooling standards
- Demonstrated ability to decide when to build vs. buy

Engineering Leadership / Management
- Demonstrated ability to deliver both positive and negative feedback, using clear examples of what went well (or wrong), and what should be done moving forward.
- Demonstrated ability to significantly grow the size and quality of an engineering team.
- Demonstrated ability to personally manage a technical hiring pipeline from end to end (candidate discovery, selling, interview loop, debrief, offer)
- Leads by example, not afraid to "get their hands dirty"
- Has successfully managed remote employees and/or teams

SOFT SKILLS
- Remains calm under pressure during system outages
- Clearly communicating system status, current mitigation efforts and owners, and resolution status to all stakeholders
- Understands rural and low literacy contexts and is able to adapt systems accordingly
- Patience working with less technical team members and open to teaching concepts
- Driven to improve systems and tackle
- Driven by social missions
- Displays radical ownership over organizational success by defining, quantifying, communicating, and driving key business goals
- Has a passion for improving systems, particularly those in healthcare at an international level

QUALIFICATIONS
- 8+ years of software engineering experience
  - At least 4+ years of which with management duties
- Ideally has experience at both small and large companies
- Fluent in English and/or French