

## Software Developer

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Use your extensive programming skills and problem-solving abilities to help Patriot Software, Inc. build awesome online software! We're looking for self-motivated and reliable individuals who enjoy collaborating with others and building tested, performant applications.

We are looking for programmers who understand the importance of testing, version control, and building reliable systems.

### THE IDEAL CANDIDATE HAS:

- A Bachelor's degree in Computer Science or relevant experience.
- Knowledge of application design patterns and object-oriented design.
- Experience and working knowledge of modern browser technologies and programming languages including: Ruby on Rails, C#, C++, Java or PHP.
- Experience working with relational databases such as MSSQL or MySQL.
- Bonus points if you have used ORM suites including NHibernate and/or Entity Framework.
- Experience with a range of development tools including Visual Studio, Git, Sublime, etc.
- Familiarity with unit testing, Test Driven Development (TDD) and continuous integration.
- Problem solving skills, high level of curiosity and acute critical thinking.
- Ability to collaborate effectively with a broad range of personality types.
- Ability to adapt to changing requirements and business processes.
- Experience developing applications for Payroll, Accounting or Recruiting industries a major plus.

### THE SOFTWARE DEVELOPER WILL:

- Design and implement robust, scalable web-based solutions to business requirements.
- Develop plans and estimates for project deliverables.
- Participate in definition and clarification of business and product requirements and drive technical/solution approaches to satisfy requirements.
- Communicate progress, issues and risks in a timely manner.
- Collaborate with development team members on architecture/design, task sharing and problem solving.
- Protect the confidentiality of sensitive and/or proprietary company and customer information.
- Support and promote Patriot's values through positive interactions with both internal and external stakeholders on a regular basis.
- Assist in other initiatives and projects as requested or assigned.

#### SOME OF OUR PERKS INCLUDE:

- Do you prefer a Mac, Windows, or Linux machine? We will provide the type of machine you want to work on and we'll throw in an extra flatscreen monitor.
- Want to work from outside? How about from the local coffee shop? We have a flexible remote work policy that you can take advantage of. We value a hard day's work, but are flexible around when you work best.
- Freedom to introduce new ideas or technologies; we're open-minded to new ways of doing things, and we love staying current on design and development trends.
- Sit or stand, we've got a desk for you.
- Enjoy the relaxed dress code. As I type this, I'm wearing jeans and my favorite hoodie. Come join us, and you can too.

#### BENEFITS:

We offer competitive compensation and a wide range of benefits, including paid vacation after 90 days, health insurance, HSA and FSA accounts, dental, vision, 401(k) with company match, life insurance, disability insurance, and a stock options program.