

## **Full-Stack Software Engineer (Remote, FT/PT)**

Crow Insight is seeking one full-time or two part-time remote (U.S.-based) full-stack engineers to collaborate in building high-quality data visualization applications and decision tools for our clients.

### **Who we are:**

Crow Insight is an [award-winning](#) information design firm committed to helping public-interest organizations understand and communicate data. We call it “illuminating data.” Right now, we are working most with organizations that specialize in public health, environmental science and higher education. Examples of our work can be found in our [online portfolio](#).

We are a small, family-friendly business. We've worked remotely with schedule flexibility since 2013 and don't expect that to change. Further, we are committed to Equal Employment Opportunity without regard for race, ethnicity, gender, protected veteran status, disability, sexual orientation, gender identity, age or any other protected status under applicable law.

### **Job description:**

You will be expected to support the development of complex dashboards for technical and other users; data cleaning, transformation and quality control tools for our clients and their stakeholders; data pipelines and databases; and automated solutions for producing data-driven reports and presentations at scale.

As a small organization, we have a flat management structure. You will have the opportunity to work directly with a senior expert in data visualization and communication. You will also have opportunities to grow into greater roles in product and project ownership, consistent with your experience, capabilities, capacity and interest.

### **Responsibilities:**

- For projects on which you are the lead developer, take responsibility for contributing to and meeting user-focused design requirements, as well as development, deployment and quality goals.
- Collaborate with colleagues to support production of high-quality work on other projects (e.g., typically, one of our software engineers conducts QC on the work of another software engineer)
- Readily share your knowledge, and eagerly receive feedback

### **Please apply only if you:**

- LOVE helping people do good with data. You know you're successful when your users are happy and effective.
- Have Bachelor's or Master's degree in computer or information science or a similar technical field (or have significant equivalent experience and/or appropriate certifications)

- Have at least three years' experience with full-stack development for data-driven web applications. More experience is very welcome.
- Enjoy challenges and be eager to learn new things, experiment and solve unanticipated problems. Clients come to us when their problems aren't easy.
- Care deeply about creating high-quality, accurate products, where details matter. We all make mistakes, but you're the sort of person who tries really hard to find your own before anyone else does.
- Reside and be authorized to work in the United States.

**We require the following *demonstrated* skills/experience:**

- Development and deployment of complex and clean data applications using HTML5/CSS and JavaScript.
- Robust back-end experience with Python, including experience with
  - Authorization/authentication and security for sensitive web applications
  - Relational database design, development, deployment and management
  - Building high quality data pipelines, from input to output
  - Scripting to clean and transform data (such as lots of messy and poorly shaped flat files)
  - Deployment on cloud providers (Heroku, AWS, Azure, Cloud.gov, etc.)
  - Familiarity with Docker or other container technologies for development environments and/or production deployments
- Quality assurance/quality control, including reviewing code of colleagues and designing/developing automated testing strategies
- Fluency with version control (e.g., Git)

**You go to the top of the pile if you demonstrate:**

- Experience with: d3.js; a front-end framework such as Svelte or React; Bootstrap or other CSS frameworks; R and R Shiny; Node.js for back-end development; APIs; and/or Tableau and Tableau APIs.
- Expertise in UI/UX, accessibility and responsive design
- Knowledge of survey statistics and experience with Stata
- Strong project/product management skills
- Excellent writing and other communication skills
- An eye for great visual design
- Volunteer or professional experience working for the public interest, whether or not it relates to data and software development

**Required professional skills:**

- Clear and timely communication, reflecting an awareness of the needs of your colleagues and clients
- Meticulous, detail-oriented and organized
- Ensure code complies with modern best-practices and community standards
- Develop and maintain solid documentation
- Ability to prioritize assigned work and complete in a timely manner

- Ability to be adaptive and flexible within deadline-driven work environment
- Ability to thrive while working independently or collaboratively within a team; work with other team members in problem-solving and debugging

### **What you get:**

- Competitive pay, consistent with experience and capabilities
- 401(k) with employer match
- Personal and sick leave (for employees working a minimum of 20 hours per week)
- Professional development opportunities
- Reimbursement for telecom expenses (employees working minimum 20 hours per week)
- Full-time employees:
  - Employer contributions to medical, dental and vision insurance
  - Employer-paid short- and long-term disability insurance
  - Comp time accrual if you happen to work more than 40 hours in a week

### **Other requirements of position:**

- Reasonable ability to collaborate with colleagues during business hours in the Eastern time zone.
- Have access to a private and quiet place with reliable telecommunication for online meetings
- We conduct a standard criminal background check on new employees and use E-verify. You must be authorized to work in the United States.

### **How to respond:**

Apply by sending an email to [Full-StackEngineer2021@CrowInsight.com](mailto:Full-StackEngineer2021@CrowInsight.com) no later than **November 7, 2021** (sooner is better, because we will be conducting a rolling review process). Your email must include the following:

- How you learned of the position (e.g., Indeed)
- City and state in which you live
- Explanation of why you would be a good fit for the position and Crow Insight
- Whether you are seeking full-time or part-time employment (if part-time, indicate the range of hours you are looking for)
- Resume
- Links to recent, relevant examples of your work (where relevant, both repositories and usable applications)

Top candidates may be asked to provide references, relevant higher education transcripts/certifications and other materials.