



skritswap

Senior Full-Stack Developer

Location: Waterloo, ON | Toronto, ON | Sault Ste. Marie, ON

Job Code: 004-222-1502

Full-Time

Applications are reviewed on a rolling basis. For earliest consideration apply before July 26th at 11:59pm Pacific time.

To Apply

Please email careers@skritswap.com your:

1. Resume
2. Cover letter
3. Contact information for 3 references
4. Linked In profile + any relevant links

with the subject line: “[YOUR LAST NAME] FS Dev 004-222-1502”

Looking to break new ground in a bleeding-edge development environment at one of the [Top 20 Most Innovative Companies](#) in Canada? We’ve got a unique opportunity for you with plenty of interesting problems to solve and opportunities to grow! Imagine “Google Translate” but, instead of different languages, skritswap works with different reading levels. At skritswap we make information accessible to everyone, regardless of their backgrounds and circumstances. bringing the next level of information accessibility to the world: changing the complexity of information.

Skritswap is a dynamic Canadian AI start-up that is changing the way people communicate.

We are growing and with that growth comes the need for a Full Stack Developer to join our team. This is a unique opportunity to join a promising high growth start-up as an early team member. The opportunity to make a big impact here is very real. Interested? Keep on reading!

The Opportunity

As a Full Stack Developer at Skritswap, you will architect, build and maintain skritswap products. Working closely with the CTO and Product Management team, you will be a pivotal part of the growth of Skritswap. As a hands-on Full Stack Developer at you will be a vital ingredient to the success of a growing company helping the world communicate more effectively with anyone about anything.



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Duties and Responsibilities

- Being a relentless advocate for all our users
- Build reliable, flexible products under the direction of the CTO
- Keeping a constant eye open for issues of architecture, scalability and efficiency
- Taking direction from Product Management, but always sharing your views
- Picking up new tools and technologies quickly and effectively
- Being eager to wear many hats that might change day to day – we're a growing company!
- Bringing all your creativity and ideas to the table – and being comfortable with and professional about the ideas of others
- Helping drive the selection process for which development tools we adopt

Within 1 month, you will:

- Be fully supported through completing our company-wide onboarding program. You'll learn about skritswap's history, business details, and future direction.
- Work closely with the CTO to develop a custom 100-day plan
- Work with Product and Development to define and set-up a development project team that you will lead
- Working with tools like Harvest and Trello to collaborate with the team
- Not spend your time through workbooks and stale code you will be able to dive into coding right away

Within 3 months, you will:

- Be an expert in all skritswap's tools and processes
- Help drive the selection process for which development tools we adopt as we scale
- Have made a visible impact on skritswap's technology that all users experience

Within 6 months, you will:

- Have completed your first development project to production stage
- Provide meaningful feedback on problems with and solutions to all development processes
- Help us scale the team through leading onboarding and interviewing initiatives as we hire
- You will partner with our UI/UX Developer to build, launch, and support your first big feature



We'd love to hear from you if you have:

- Have past experience working within an engineering team (start-up experience a plus but not required!)
- Exhibit a high degree of accountability and embrace autonomy
- Have experience in building a robust and scalable service-backed product and infrastructure within a collaborative engineering team
- Enthusiastic about solving unique technical challenges
- Ability to write both prototype and production code – and to know the differences!
- Creative approach and an eye for usability and accessibility
- Have a point of view but are low ego

We really love folks who:

- Have proven experience in programming techniques and processes, infrastructure, databases, and application development
- Deep Python programming experience
- Cloud Computing skills and experience
- Have exposure to programming with Django experience
- Have familiarity with the NLP/AI industry

Does this sound like you? Awesome! Send us your application and we will get back to you within 24 hours. Doesn't sound like you? That's okay! Apply anyway, we are growing and would love to hear from talented folks.

The Interview Process

We look forward to learning more about you! Our process includes a phone interview, two in-person interviews, and a take-home challenge designed to assess your skill set and not totally interrupt your schedule.

The Environment

This role mainly works out of a dynamic office setting and requires travel 30% of the time. We are committed to providing reasonable accommodations and will work with you to meet your needs. We believe the best workplaces are flexible. We offer a supportive and flexible environment for our team to ensure they can do their best work when and where it works best for them. This role works out of our beautiful offices, with an opportunity to work remotely up to 3 days a week.

Skritswap is an equal opportunity employer. We embrace diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives, and



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skills. The more inclusive we are, the better our work will be. If there is anything we can do to create a more comfortable interview experience for you, please let us know.

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