



skritswap

## Senior Full-Stack Developer

**Location:** Waterloo, ON | Toronto, ON | San Francisco, CA

**Job Code:** 004-222-1502

Full-Time

*Applications are reviewed on a rolling basis. For earliest consideration apply before June 29<sup>th</sup> at 11:59pm Pacific time.*

### To Apply

Please email [careers@skritswap.com](mailto: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”

### About skritswap

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 job for you with plenty of variety and opportunities to grow! skritswap is a dynamic Canadian AI start-up that is looking for full-time UI/UX professionals to join us in our Waterloo office. skritswap is bringing the next level of information accessibility to the world: changing the complexity of information.

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. We feel the same way about our team – that they should come from all walks of life and represent all possible backgrounds. Inclusion is one of our most core company values. It only makes sense – the more diverse we are, the better we can serve our diverse audience.

We are growing and with that growth comes the need for a Head of Engineering. We're looking for a Head of Engineering to lead, grow, and shape the Engineering team at Skritswap. This is a unique opportunity to join a unique high growth start-up as an early team member. Interested? Keep 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 Development team.

## Duties & Responsibilities

- Being a relentless advocate for all our users
- Acting as team lead to build reliable, flexible products under the direction of the CTO
- Keeping a constant eye open for issues of architecture, scalability and efficiency
- Acting as a liaison to the broader development community
- Working in harmony with the members of your team and other dev teams
- 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

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

- Have past experience working within an engineering team at a high growth startup environment
- 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

As a hands-on Full Stack Developer at Skritswap you will be a vital ingredient to the success of a growing company helping the world communicate more effectively with anyone about anything. This is a chance to lead a team and company that are changing the way people communicate.



## We really love folks who have:

- 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

## The Environment

This role mainly works out of a dynamic office setting and requires travel 30% of the time. This role requires frequent use of larger muscle groups. 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 Waterloo location, with occasional travel requirements across North America.

As a team we anchor our everyday behaviour around key values that we co-created together:

1. Considerate - we are a kind, empathetic team
2. Sustainable - a start-up is a marathon not a sprint
3. Communicative - key with a distributed team
4. Impactful - following [skritswap's mission & vision](#) to make the world more equitable

See more at [skritswap.com](https://skritswap.com).

## 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.

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 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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