

JOB DESCRIPTION

JOB TITLE: Full Stack Developer

JOB SUMMARY:

Mountain Leverage is seeking a well-rounded individual capable of leading design and implementation for enterprise web and mobile applications. The candidate will have an immediate impact as a key individual contributor on a small development team.

Qualified candidates:

- Are skilled with a variety of tools and languages
- Demonstrate the ability to lead/mentor individuals
- Are knowledgeable with all aspects of the engineering process, including requirements specification, architecture, design, development, test, documentation, and maintenance
- Are able to perform in a fast-paced, goal-oriented, product development organization

WORKING CONDITIONS:

Location:

1. Home-based office that allows for a professional environment for inbound and outbound communications
2. Occasional travel from office/production site

Internet Service Requirements:

- Internet access provided by a cable or fiber provider
- DSL, satellite, and wireless broadband are NOT permitted
 - Exceptions may be made if latency and packet loss are below an acceptable minimum.
- Minimum upload speed of 5 Mbps
- Minimum download speed of 10 Mbps

Other:

1. Extending coverage outside of regular work hours may be required

Before any technical or educational requirements are considered, all Mountain Leverage employees must possess honesty, integrity, and honor. They must be flexible, adaptable, and open to change. They must also be critical thinkers, problem-solvers, and team players. And last but not least, they must have a great sense of humor and a desire to have fun at work!

MINIMUM REQUIRED QUALIFICATIONS:

- Education: BS or MS in Computer Science or equivalent experience
- Experience: 5+ years of development or related experience
- Capable of working with and leading a distributed workforce/team
- Have experience working with partners/clients globally (across different time zones)

PRINCIPAL DUTIES & RESPONSIBILITIES (Essential Functions):

- Effective participation in all technical aspects of the Mountain Leverage software engineering effort to develop effective software solutions promptly and efficiently
- Involvement in all aspects of the software engineering process, including but not limited to:
 - Architecture and requirements definition
 - Design
 - Estimating effort

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- Coding
- Testing
- Maintenance of software
- Defining architectural requirements, establishing standards for design and development, and continuously improving engineering methods and practices
- Implement solutions utilizing all of the technologies specified in the skill section
- Communicating development issues to management for both design and scheduling purposes
- Participating effectively in the design process and software development lifecycle in a team environment
- Handling several concurrent tasks and meeting scheduled milestones for each
- Occasional travel may be required (<10%)

KNOWLEDGE, SKILLS & ABILITIES:

- Required
 - Spring, Spring Boot, Spring Data JPA, or other modern web application / API framework
 - Java
 - Front-end framework, preferably React + complementary libraries
 - HTML and CSS
 - ORM framework
 - SQL and NoSQL database and data model design
 - Build automation
 - Gradle
 - Git
- Desired
 - Experience with Enterprise Integration Patterns and Batch Processing in Java (Spring Batch, Spring Integration, Apache Camel, etc)
 - Experience integrating systems through flat files, REST or SOAP APIs, sockets, or other integration methods
 - Experience integrating with Microsoft Dynamics 365 Supply Chain Management / Oracle SCM / Infor, or similar WMS / ERP system
 - C# and Xamarin/MAUI
 - Javascript and/or Typescript
 - Python
 - Capability to design on-prem hosted as well as cloud-hosted software stacks
 - Strong engineering competence, including the ability to learn new technical concepts quickly
 - Strong analytical and problem-solving skills
 - Ability to establish rapport and communicate with people at all levels of an organization
 - Strong oral and written communication skills
 - Ability to execute tasks with minimal supervision
 - Ability to adapt and willingness to learn new technology or techniques
 - Strong organizational skills - ability to organize, analyze, and execute several concurrent tasks and activities

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Mountain Leverage Core Concepts

Please consider Mountain Leverage's core concepts below before considering employment. All members of the team are expected to strive towards living these values in their daily work.

Founder Mindset

Values	Declarations
<ul style="list-style-type: none">★ Passion★ Impact★ Judgment★ Innovation★ Problem-solving★ Continuous improvement★ Fearlessness	<ul style="list-style-type: none">★ We are waging war on the status quo by solving problems in a new way or even creating a new industry entirely.★ We have a deep understanding and connection to what our company stands for.★ We are obsessed with the details of our business and focus on the customer connection.★ We insist that we all think like owners.

Artisan Perspective

Values	Declarations
<ul style="list-style-type: none">★ Integrity★ Impact★ Excellence★ Creativity★ Passion★ Critical thinking★ Detail oriented★ Abstract thinking★ Possibility	<ul style="list-style-type: none">★ We are intentional about our craft, beginning with the outcome in mind.★ We take special care to select the best-fit material and/or product for any project.★ We are attentive and learn through humility, not to be limited by past successes or failures.★ We realize great value in perfecting the processes of creation and optimization.

Industrial Ingenuity

Values	Declarations
<ul style="list-style-type: none">★ Grit★ Consistency★ Ingenuity★ Diligence★ Persistence★ Independence★ Tenacity	<ul style="list-style-type: none">★ To ensure successful outcomes, we recognize the value of consistent, industry-leading execution.★ We willingly sacrifice our comfort in exchange for the value of hard work.★ We roll up our sleeves and employ ingenuity, toughness, and technology to overwhelm any challenges in front of us.★ We do what it takes to get the job done, within the boundaries of our ethics.

Warrior Spirit

<p>Values</p> <ul style="list-style-type: none">★ Honor★ Dedication★ Effective communication★ Resilience★ Collaboration★ Preparedness★ Purpose	<p>Declarations</p> <ul style="list-style-type: none">★ We will communicate consistently and effectively, never leaving stakeholders uninformed.★ We courageously stand by our team, which includes employees, customers, partners, vendors, and other stakeholders.★ We will always endeavor to uphold the prestige, honor, and high esprit de corps of Mountain Leverage.★ We prepare and train as we plan to battle, with the highest of honor, excellence, and dignity.★ We acknowledge and appreciate customer trust; we will never break that trust.★ We never accept defeat.
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Farmer Virtue

<p>Values</p> <ul style="list-style-type: none">★ Credibility★ Natural Law★ Empathetic★ Ecological★ Fairness★ Accountability★ Stewardship★ Resourceful★ Nurturing	<p>Declarations</p> <ul style="list-style-type: none">★ We do not cut corners in our quest for greatness.★ We understand that all actions have an impact elsewhere in the world, both locally and globally.★ We have an innate responsibility to be excellent corporate citizens.★ We treat all people with respect, kindness, and empathy.★ We think positively and plan accordingly for the harvest ahead, while also tending to the work of today.
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