

Senior Full-Stack Developer - USA

About Us

Cooltrax develops IoT hardware and software to monitor temperatures, control fridges, and track trailers as they transport goods across the country. We operate in Australia and the United States, and have a distributed Engineering team with the home base in Melbourne, Australia.

The Role

Cooltrax has been operating our IoT platform for over 15 years and the hardware and software have evolved a lot in that time, as have our customers' needs. We are at a point where the Engineering team has grown to encompass sub-teams around Devices and Data, but we need a renewed focus on customer-facing features and developing our web portals to make the most of our growing platform and the distinct user archetypes across our customer base. This role will operate out of our Roswell, GA office, and report jointly to the President of the US entity and also to the Head of Engineering in Australia. Your focus will be on rapidly and iteratively developing new concepts that the US sales team can take into new markets, and improvements to customer-facing features that will boost retention and repeat sales.

You'll be working as part of our cross-functional Engineering team, but you will be the first US-based engineering employee, so you'll be flying solo much of the time. You will be in regular contact with the rest of the Engineering team via Slack, Confluence, email, and video-calls as needed, but you'll be well supported on the product side as our key Sales and Support staff for the US region are based in the same office. You will play a vital role in bridging the gap between Engineering and the US customer needs, and you'll be instrumental in helping us win new business off the back of the business intelligence and customer-facing features you will develop.

Our software is predominantly written in Typescript, with our portals using React.js as the main framework. We like postgresql, redis, Kafka, docker, functional code, git, writing effective documentation, giving engineers the time to think before they code, and we're at least a 10 on the Joel test. We think the philosophy behind "choose boring technology" is spot on, yet we've adopted plenty of new technologies when they meet our needs. We practice a pragmatic form of agile with a little-a, rather than a trademarked process-heavy framework.

We're passionate about building a workplace culture that supports high performance engineering, so we'll share the highs and the lows, tell the unvarnished truth about the business, and give you the context to know why your work matters. This is not a comfy enterprise role where you'll do a couple of hours work and take a long lunch, it's far closer to a start-up where things are on fire and we play triage more often than we get weeks to design to perfection. You need to be OK with that, and we won't get upset if you break a few things on the way!

We need someone who can jump in and be productive quickly with our current Typescript and React.js framework, but we're open to different technologies if you can show why this will pay off. We offer the latest computer hardware and tools, the freedom to work from home or varied hours, and a home base with regular team events, meals, and good coffee. This role is based in Roswell, GA,

but we have staff who work abroad regularly, and others who work from home frequently – for the right people, we can be pretty flexible.

You

You must be first and foremost a problem solver who can propose a solution and decompose it into tasks that'll get it done. You must be a pragmatic programmer who can read the intent behind other people's code in any language, is highly proficient in Typescript, and is competent at writing code in at least one other language. You must understand the Azure infrastructure and orchestration that runs our systems and be able to keep your projects running even if it's not your preferred stack.

As you'll be the first US-based engineer on the team, you must be comfortable working alone and know how to manage having a few things on the go at once so that blockers in one area don't stop your overall progress. At the same time you'll be keen to see things get finished and released, and will hate having too many things on the go at once.

You probably prefer the freedom of a clean slate but are able to add value progressively not just in an all-or-nothing release. You're excited to try new things but are comfortable to spend a day reading and evaluating several options before diving all-in. You've felt the pain of seeing a quick and dirty hack survive for multiple years of continued use, and know when it's appropriate to cut corners and when it'll cost more in the long run. More importantly, you can articulate this to others.

In addition to this overall level of experience, we're looking for someone with expertise in at least a few of the following areas:

- API development and data modelling
- Business intelligence, data manipulation, complex aggregations
- Demonstrable experience developing a significant product or feature using a modern Javascript framework such as React, Angular, or Vue
- Dealing with lossy, frequently offline, and imperfect real-time systems
- Eliciting requirements from customers through brainstorming, rapid paper or whiteboard prototyping, and fast-feedback

The projects you'll be contributing to could include any of the following:

- Adding APIs to deliver new views of customer data into our business intelligence platform
- Developing new dashboards or periodic reports to meet customer needs
- Extending existing microservices to produce signals that can trigger actions in a reporting or business intelligence platform
- Developing heuristics and business rules to allow automation of manual customer processes
- Developing new services that integrate additional data sources into the Cooltrax ecosystem
- Designing the overall architecture and implementation logic for a revamped user administration and hierarchical fleet management toolset within our web applications
- Developing a brand-new portal sharing functionality but targeting a new customer niche

Overall, we look for T-shaped people with a wide breadth of skills, a few areas of true depth and expertise, and the desire to learn the rest while working in a tight-knit team on a product that makes a difference. If that's you – please apply today!