

# Ruby on Rails Developer

## Position and Duties

We are a startup working to change the way people give of their time, money, and ideas to help others—and we need you (an experienced Ruby on Rails developer) to help us build our Web platform. You will lead development efforts and deliver enterprise-level code, so you already have several years of significant development experience in a structured environment.

You will work closely with our Product Development team to turn our collective vision into creative solutions, so you must work well in a team environment and be comfortable with change. You love the dichotomy of the entrepreneurial experience—one day you're discussing innovative new concepts on a whiteboard and the next you're locked in a room fixing bugs and responding to emails from members. You are also productive when you are only given 80% of the answer—we need people who enjoy solving problems and making smart decisions along the way.

In terms of specific skills, you must have a near expert level understanding of Ruby on Rails (in other words, you would feel comfortable teaching a class to other developers with a day or so of preparation). You also must have direct experience building dynamic UI elements using Ajax (across multiple browsers), and you should have a good understanding of CSS and layouts. Ideally, you also have some sys admin skills and feel comfortable troubleshooting server issues in a Linux environment as well.

This is a full-time position working out of our office in downtown Washington D.C (no telecommuting).

## Key Responsibilities

- Build functional Web applications and modules in Ruby on Rails
- Use APIs to integrate Web 2.0 features for media, social networking, etc.
- Troubleshoot server issues and oversee Linux system administration duties
- Oversee testing and quality control of our Web properties
- Collaborate with team members to plan and design innovative Web components
- Serve our members and customers by responding to questions, bug reports, and feature requests

## Our ideal candidate

- **You are a Ruby on Rails Guru** – You can write RoR in your sleep, you consider Javascript a beautiful language, and you use Ajax for much more than household cleaning.
- **You know Web 2.0** – Social Networking, Blogs, and UGC sites are part of your everyday life (and you can explain how they work to others).
- **You know software development** – You are comfortable with more than one methodology and have worked significantly (or exclusively) in a structured environment.
- **You understand usability** – You value the user experience and understand how to build Web sites that engage users.
- **You understand business** –Your decisions are driven by good business sense and you have a natural inclination to think about ROI.
- **You like researching new technologies** – You spend some of your free time reading blogs, researching new technologies, and trying to apply them in new and exciting ways.
- **You can collaborate or go solo**- You can work in a team environment or run with projects on your own—and you feel comfortable switching between the two on a weekly (or daily) basis.

## **Our standards (the non-negotiables)**

- **You have a passion for Serving Others** – You are excited about the potential for the Web to improve connections for highly motivated social entrepreneurs.
- **Your integrity is unquestioned** – You can point to a specific time in your life when you stood your ground and paid for it.
- **You are creative** – In all things, not just design. You can bring a different perspective to complex issues and can think in and outside the box in the same meeting.
- **You are solution-focused**- You would rather find a solution than waste time thinking of 15 more ways something won't work. You are positive. You see opportunities in ideas that may not at first seem logical.
- **You are a great communicator** - You have the ability to present information in an easily accessible way and to guide oral and written conversations. You can summarize complex concepts in a few bullet points.
- **You are a team player** - You recognize that no one is good at everything, and so you work seamlessly with other team members to deliver integrated solutions.
- **You work hard** – You do what it takes to get the job done. You understand and value a work-life balance and can be flexible when the job requires extra hours.
- **You have a good attention for detail** - While you are a big picture thinker, you also sweat the details and test things to make sure they are right. You appreciate the fact that some of the most valuable tasks are not glamorous.
- **You can juggle** – Not balls or bowling pins but tasks and priorities. You like working on multiple projects and can maintain composure when you have way too much on your plate.

## **Preferred Education and Experience**

- A Bachelor's degree in Business, Technology, or a related field
- Significant production Ruby on Rails work.
- Over 3 years of development experience in a structured environment
- Experience with APIs