

Are you interested in using Ruby and Rails to make the world a better place? Annkissam is a rapidly growing organization that provides operational and technology solutions to nonprofits and mission-driven organizations in the Boston area and across the country. We are looking to hire full-time software developers who will join our team and help us maintain and build upon complex systems using Ruby on Rails. Experience with Ruby and Rails and web development is required for this position.

The ideal candidate is:

- A self-motivated, quick learner who is creative and a good problem solver
- Someone who approaches life with curiosity
- An individual who is passionate about using technology to help people
- Someone who is comfortable working autonomously and in teams
- An individual with strong programming fundamentals
- Someone who is looking to start or build a career and seeking long-term advancement opportunities within the organization

We require:

- Honesty, Kindness, and Quality
- 1.5 - 3 years of experience with Ruby and web development with Rails
- Experience with Test-Driven Development
- MySQL/PostgreSQL or other relational databases
- Experience with job processing queue (resque, etc.)
- An entrepreneurial mindset that is open to changes and flexible in a dynamic work environment
- Excellent communication and analytical skills
- Bachelor's degree or equivalent industry experience

Nice to have skills:

- OS X or \*nix Command Line Proficiency

- Familiarity with OOP principles
- Elixir / Phoenix and familiarity with FP principles
- Other: JavaScript, Rspec, Git, Redis, Docker, Kubernetes, REST APIs, GraphQL, Agile, Continuous Delivery, Domain-Driven Design

Ankissam offers health insurance, fully paid vision and dental coverage (for individual plans), short and long term disability plans and other supplemental coverage, as well as a 401k plan with company match, paid time off, and flexible schedules. Currently we are all working from home, but once we return typically employees may request to work remotely or from home after an initial training period or they can come into our office in Downtown Boston stocked with coffee, snacks, and friendly people. Work/life balance is important to us and we seek to create a company and culture that allows staff to work sustainably. Additionally, we host a number of sponsored group events outside of work.

We are not asking for responses from third party recruiters. If you are a recruiter, please do not contact us about this position.

Ankissam is an equal opportunity employer and does not not discriminate against any employee or applicant for employment because of race, color, creed, religion, sex, national origin, age, marital status, veteran status, sexual preference or disability.