Are you interested in using technology to make the world a better place? Annkissam is a growing organization providing operational and technology solutions to mission-driven organizations that provide home and community-based services across the country. Annkissam's core values are quality, honesty and kindness, and we believe that our dedication to these values is why we were named one of the Top Places to Work by the Boston Globe in 2018, 2019, and 2020.

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.

This position can work remotely (see details below).

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 build a career and seeking long-term advancement opportunities within the organization

We require:

- Honesty, Kindness, and Quality

- 3-5+ years of experience with Ruby and web development with Rails

- Proficiency with Test-Driven Development/writing automated tests using RSpec & capybara

- 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

- Strong requirements gathering, analysis and questions skills

- Ability to contextualize a problem, and understand who the stakeholders are and how it fits in the system before diving into a problem

- Agile, Continuous Delivery and software release methodologies

- Bachelor's degree or equivalent industry experience

- OS X or *nix Command Line Proficiency

- Practice with OOP principles/familiarity with Functional Programming principles

- Ability to manage a project

- Other: JavaScript, Git, Redis, REST APIs, GraphQL, Domain-Driven Design

Nice to have skills:

- Elixir / Phoenix and familiarity with Functional Programming principles

- Docker, Kubernetes or other virtualization infrastructure

Annkissam 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 reopen the office 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.

Annkissam 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.