Senior Software Developer

Location: Kitchener, Ontario
Job Description - Full time, permanent

About us:

ProNavigator is a venture-backed insurance technology company. Our team is made up of insurance industry veterans, technology experts, and data scientists who've come together to build solutions specifically for the insurance industry. ProNavigator's platform incorporates natural language processing and machine learning to improve access to information and automate workflows for customers, distribution partners and employees. This is a great opportunity to join a tight-knit, fast growing team.

About the role:

We're looking for a senior developer to join our team and help reinvent the way the insurance industry searches and maintains their information. You will work on our full stack, delivering tested, scalable solutions that bring the roadmap to life. Success is measured by customer adoption - we ship products to be used and loved and that's what we celebrate.

We don't measure your seniority based on years of experience. We measure it based on your ability to deliver proven solutions, actively contribute to improving our engineering practices, and mentor/coach people across our product teams. We're small now but growing fast - and the key to that growth will be your ability to work with and support the growth of others.

Interested in contributing to the growth of both our product and team? Keep reading!

Key Responsibilities:

- Bring our roadmap to life and wow our customers by delivering performant, tested features across our full stack.
- Actively participate in code and technical design reviews, providing constructive and candid feedback to help improve our product and teams
- When appropriate, recommend and integrate 3rd party components that provide safe and secure solutions for "off the shelf" parts of our product
- Architect new product and software components, ensuring buy-in and alignment within the product teams
- Work within AWS' product offering to support and extend our product offering
- Work with our relational databases to deliver performant solutions
- Identify and implement required testing, including unit, integration and system testing
- Remedy urgent issues as they arise
- Mentor team members because you want to, not because you have to

Required Skills and Qualifications:

- Successfully delivered and owned customer-facing production grade SaaS solutions
- Proficiency in:
    - Javascript (Typescript) and Python
    - Relational databases (MySQL, PostgreSWL)
    - Linux environments
    - AWS cloud ecosystem
- Strong programming fundamentals is critical for succeeding in this role.
- Defensive programming and testing experience
- A passion for readable and reusable code
- A passion for teaching and learning
- Strong communication skills are required within our development team.
- Collaboration and teamwork is key.

The Perks:

While we have enabled people to start a safe return to the office, we'll continue to support remote employees as part of our growth. When we do have an office, we offer snacks, beverages, game nights, and more. But doesn't every high-tech company?

What we can promise is a team that is driven on the idea that we can and will change the world of Insurance. A team that will be enabled to make mistakes because we're pushing the limits of technology. And a team that is built with a simple approach: no jerks, no egos, candid feedback is always better than polite hypocrisy, the growth of our people drives the growth of our product, and a true belief that diversity drives innovation.

But if you really need some perk details:

- Benefits after 30 days - health, dental and vision
- Competitive salary, vacation, and equity (we're all owners here)
- Great office location - The Tannery in downtown Kitchener, surrounded by public transit, restaurants and activities
- Parking, unlimited coffee/tea, snacks, social events - when the office reopens fully
- Recognition of wins - we believe in recognizing individual employee successes, departmental and company wins and make sure we celebrate them.
- We are foodies at heart and hope you are too… in-person weekly lunch and learns when the office is open and virtual quarterly meetings with gift cards for food delivery provided
- Weekly online games with various staff members.
- "Get to know your coworkers" time weekly while we are virtual
- Diverse, fun co-workers. A culture unlike any other.

To apply

Send a resume to admin@pronavigator.ai.