



## Software Engineering Manager

### Position Description

Ethos is cutting-edge fintech software that enables investors to align money with causes they care about. For the first time investors have access to reliable, transparent, meaningful information about the impact of their investments. At Ethos we are committed to creating a workplace that embraces diversity and transparency. Learn more about us at [www.ethosesg.com](http://www.ethosesg.com).

*Ethos - the characteristic spirit of a culture, era, or community as manifested in its beliefs and aspirations.*

### The Opportunity

You'll join and help shape a team of full stack engineers who value diversity and collaboration. We will value your contribution and you will be an integral part of building a healthy, productive, and respectful environment. You'll be empowered to lead and help grow a team of talented and engaged Software Engineers delivering solutions that make a global difference.

### Responsibilities

Use your talents to help bring great ESG investment solutions to the market:

- Participate in strategic planning for the tech stack, specific products, and team workload.
- Lead and manage a team that designs, develops, tests, documents, implements, and maintains the Ethos platform. Be hands-on with the codebase.
- Think intentionally about what makes an inclusive, positive, and productive Engineering culture and work as part of a leadership team to reinforce and improve how we operate.
- Design approaches and assist in developing product enhancements (both functional and technical) that satisfy user requirements.
- Analyze information and recommend plans of action to team members and stakeholders.
- Analyze and solve complex business problems.
- Gather, compile, analyze and document Software or System Integration Requirements.
- Compile and write documentation of program development and subsequent revisions, inserting comments in the coded instructions so others can easily understand the program logic.



- Execute all phases of software application projects, including database conversions, defect removal, issue resolution, or any technical task required to ensure successful deployment.
- Prepare documents describing installation and operating procedures for deliverables.
- Troubleshoot applications and quickly resolve production issues.
- Assist team members and product users with problems.
- Identify issues and inconsistencies with data quality and create processes to overcome system deficiencies.

## **Salary and Benefits**

- Competitive Salary
- Flexible working hours
- Employee stock ownership
- Hybrid work environment
- Medical, dental, vision, and disability Insurance
- 401k savings

## **Qualifications**

- 4+ years software development experience
- 3+ years experience with Ruby on Rails
- Strong relational database skills with PostgreSQL
- 2+ years Javascript (jQuery) and CSS experience (preferred)
- Experience with developing web applications deployed to the cloud
- Ability to work directly with Subject Matter Experts to translate requirements into specifications and code
- Experience working in a startup environment

## **Experience desired but not required:**

- RESTful API development experience (web) (Ruby preferred)



- Experience in an Agile development methodology including best practices such as automated tests, continuous integration, shared ownership, pull requests and code reviews
- Experience with Heroku and various AWS applications such as S3 and Cloudfront
- Experience with NoSQL data stores (web) such as Redis

Submit your LinkedIn profile or resume to:

[careers@ethosesg.com](mailto:careers@ethosesg.com)

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