

Software Engineer Job Description

1. Job Brief (About the Role)

{{Company Name}} is hiring a {{Backend / Full-Stack}} Software Engineer to design, build, and ship features on our {{product}}. This role reports to the {{Engineering Manager}} and works on a cross-functional squad with product, design, and other engineers.

Three or four sentences: the team, who the role reports to, and why this position exists. Skip generic openers like “We are looking for...”.

2. Responsibilities

- Design, build, test, and ship features in {{primary language / stack}}
- Write unit and integration tests and keep the {{CI/CD}} pipeline green
- Review teammates’ pull requests and give clear, actionable feedback
- Debug and resolve production issues; participate in the on-call rotation
- Design and evolve {{APIs / data models}} and document technical decisions
- Break down product specs into estimated, shippable tasks
- Monitor performance and reliability with {{observability tooling}} and cut tech debt
- Collaborate in code reviews, design reviews, and sprint ceremonies

Eight to twelve bullets, each starting with a verb. Keep them specific to the day-to-day work, not aspirational filler.

3. Requirements & Skills

- {{X}}+ years building and shipping production software
- Strong proficiency in {{primary language(s)}} and a modern framework
- Experience with Git, code review, and a {{CI/CD}} workflow
- Familiarity with {{relational / NoSQL}} databases and writing/optimizing queries
- Solid grasp of testing, debugging, and reading production logs

List the must-haves: experience, licenses or certifications, the systems and tools used, and any physical or shift realities.

4. Nice-to-Have

- Experience with {{cloud platform}} (AWS, GCP, or Azure) and containers
- Exposure to {{the domain — e.g., fintech, healthcare, or devtools}}

Two to four genuinely optional items. Keep them strictly separate from Requirements so they don’t deter good applicants.

5. Compensation & Benefits

| | |
|-----------|------------------|
| Pay range | {{Salary Range}} |
|-----------|------------------|

Enter a pay range from local market data — do not leave it blank. Pay transparency improves applicant quality and is now required in many states.

6. Schedule & Work Environment

- {{Full-time}}; {{remote / hybrid}} with core collaboration hours
- Shared, compensated on-call rotation for production support
- Primarily desk-based work at a computer

Be honest about shifts, weekends, overtime, and the physical environment. Realistic expectations reduce early turnover.

7. How to Apply

To apply, {{application instructions}} — e.g., send a resume and short cover note to careers@company.com.

{{Company Name}} is an equal opportunity employer. We celebrate diversity and are committed to an inclusive workplace. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by law.