



ATOMIC OBJECT

Principal Consultant & Developer

Job Description for
Open Position in
Ann Arbor Office

Company

Since 2001, Atomic Object has designed and developed software products for web, mobile, desktop, IoT, and connected devices. We were founded on the belief that not all software is created equal. Many people can write code, but it takes a close-knit team of passionate people to create exceptional, innovative products that change the way people do business.

We're an employee-owned company and a certified B Corporation with 70+ Atoms based in our Ann Arbor and Grand Rapids offices. Unlike many other technology companies, we have a flat organization. There is no corporate ladder to climb. As a company that values transparency, we practice open-books management. At Atomic, you can stay close to the craft of making software for your entire career without missing out on owning a part of the company and its profits.

Job Overview

POSITION

Atomic makers work on self-managed, cross-functional teams of 2-10 designers, delivery leads, developers, and testers. They collaborate to create products for our clients, from the idea phase through launch and beyond. Part of Atomic's brand promise to our clients is a great product and a great experience. Principal Consultants & Developers (PCDs) help Atomic fulfill this brand promise in several ways.

PCDs create short-term value by assisting in the creation of high quality software solutions for Atomic's clients. PCDs create long-term value by mentoring and enhancing the technical and consulting skills of Atomic Tech Leads (i.e. helping to continue to level our team up).

Additionally, PCDs stay current on the ever-evolving state of industry tools and technical best practices. They bridge this understanding with the organization by maintaining, sharing, and having a deep understanding of Atomic's active technical tool set.

PCDs hold a seat on Atomic's Ann Arbor office leadership team. They represent and lead the development practice within the office. They will, as capacity allows, work on medium and long term projects having to do with Atomic's business at a local level.

DETAILS

- Home base in Ann Arbor
- Generally present in office on weekdays between 9 a.m. and 5 p.m.
- Possibility to represent Atomic at events and conferences

Key Responsibilities

BILLABLE PROJECT WORK

- Work on 2-4 billable client projects in parallel as a Tech Lead or alongside other less experienced Tech Leads.
- Quickly come up to speed on a project's domain, desired feature set, feature roadmap, backlog, existing code abstractions, project constraints, and client dynamic.
- Direct Tech Lead mentorship by:
 - Promoting technical excellence
 - Education on technologies, platforms, and tools.
 - Help frame, evaluate, and make technical decisions.
 - Effectively working with other Atoms
 - Provide mentorship and counsel on how to lead and interact with other technical team members.
 - Encourage difficult conversations to happen sooner rather than later.
 - Pair with team members when appropriate.
 - Ah hoc estimation and prioritization assistance.
 - Working directly with clients
 - Help prepare and frame technical conversations.
 - Client-consultant role playing (e.g. presentation practice).
 - Encourage difficult conversations to happen sooner rather than later.
 - Participate in client meetings when backup or additional expertise is needed.

TECHNICAL SALES SUPPORT

- Ability to quickly track and understand a potential client's existing IT ecosystem.
- Generation of creative technology solutions given business constraints.
- Produce technical artifacts to support sales.
- Quick turnaround time on sales requests and artifact creation.

TRACK INDUSTRY TRENDS

- Stay current on the ever-evolving state of industry tools and technical best practices.
- Anticipate technology, platform, and tooling shifts.
 - Knowledge will come from both listening to other team members and paying attention to the industry.
 - Using this knowledge PCDs will work with Tech Leads to make sure Atomic is well positioned for the future.

GENERAL EMPLOYMENT RESPONSIBILITIES

- Work a full-time job (generally 40-42 hours per week).
- Track time daily.
- Engage in professional development and continued learning outside of work hours.
- Contribute to Atomic's blog approximately once every 50 days.
- Travel occasionally—as needed and possible.

Requirements

Applicants should have prior experience as a software developer on teams building software products. We're looking for someone with the following attributes:

- 10+ years of experience as a software developer working on application development.
- 5+ years leading engineering teams.
- Proven track record of superb skill in:
 - Internal and external technical consulting
 - Technical mentorship
 - Consulting into other organizations
 - Making solid technical decisions on projects given project constraints and best practices
 - Influencing others
- Experience across a wide breadth of:
 - Software development technologies, platforms, and tools
 - Programming frameworks, languages, and paradigms
 - Development and production environments
- Experience with agile practices and process and human-centered design.

Desired Skills

- Excellent interpersonal skills, high emotional intelligence.
- Excellent verbal and written communication skills.
- Self-starter with time management and prioritization skills across short-term and long-term time horizons.
- Possess tenacity, creativity, and willingness to go the extra mile.
- Possess strong problem solving skills.
- Comfortable with public speaking as part of Atomic's marketing efforts and participation in industry events or conferences.

Compensation & Benefits

Atomic pays on-market salary based on experience level and provides generous benefits:

- Quarterly cash profit sharing and annual 401(k) profit sharing
- Paid holidays, vacations, and sick time
- Health insurance (including dependents) with HSA contributions
- Employee ownership
- A sustainable working pace
- Regular 401(k) contributions (up to 8%)
- Parental leave
- Long/Short-term disability insurance
- Support for professional development

Reports To

The Principal Consultant and Developer will report to Atomic's Ann Arbor Managing Partners, John Fisher and Jonah Bailey. John and Jonah will also serve as your Career Development Managers to help you pursue professional and career goals and find success within company guidelines and expectations.