



ATOMIC OBJECT

Software Consultant & Developer

Job Description for our
Grand Rapids 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. Teams are project-based, so you'll get to work with new people and tackle new challenges every 6-12 months.

As a software developer at Atomic, most of your time will be spent writing tests and code alongside other Atoms. But your role isn't limited to technical responsibilities. Atomic promises clients a great experience and a great product. Software developers deliver on that promise by being kind, curious, positive individuals who provide excellent high-level technical advice to a diverse set of clients.

Senior developers find fulfillment in their job by leveraging their years of experience to guide the next generation. Atomic lives by its teach and learn value mantra. In this position, you will spend time daily with new developers, teaching what you've learned over your career and finding fulfillment in learning from those around you. We also continue to support professional development by sponsoring annual conference attendance and involvement in local and national organizations.

Additionally, you'll help broaden the impact of our services by serving as a technical marketer through opportunities like contributing to our shared company blog.

DETAILS

- Home base in Grand Rapids
- Generally present in office on weekdays between 9 a.m. and 5 p.m (fully remote during the pandemic).
- Possibility to represent Atomic at events and conferences

Key Responsibilities

ENGINEERING BEST PRACTICES

- Write clean, logical, high-quality code and adopt test-driven development and Agile practices.
- Stay up to date on new technologies and approaches to software development.
- Adopt a pragmatic approach to time management with regard to project tradeoffs (e.g., refactoring vs. new feature development).
- Contribute to project documentation as needed by internal and external teams.

TECHNICAL APPROACH

- Work on custom software products leveraging many languages, frameworks, and platforms.
- Value general versatility and flexibility over focused specialization.
- Get up to speed on existing projects' domains, technology stack, and platforms.

MENTORING

- Pair with other team members to transfer knowledge and experience gained.
- Possess a kind and curious approach to collaboration with Atomic and client teams.
- Understand that mentorship is a two-way street; we can all learn from one another.
- Be comfortable working on teams with members of varying levels of experience.

AGILE METHODOLOGIES

- Participate in the Agile project flow providing solutions and feedback in all areas.
- Work with Atomic and client teams to define and prioritize project work.
- Find success when requirements aren't clearly spelled out.
- Adapt to changing project circumstances .

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:

- 5+ years experience working as a professional software developer
- Experience in full stack development
- Track record of developing software applications leveraging automated testing
- Value for the role of human-centered design in the product development lifecycle
- Able to work productively with clients and/or stakeholders
- History of leading software development teams
- Comfortable with pair programming and other Extreme Programming practices

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 Software Consultant & Developer will report to Atomic's Grand Rapids Managing Partners, Brittany Hunter and Jeff Williams. You'll also have a Career Development Manager to help you pursue professional and career goals and find success within company guidelines and expectations.