

Software Engineering at Waterworth

Who we are

Waterworth is financial management SaaS for local government. More than 185 communities rely on us to be financially sustainable and build public trust. We are growing fast and our impact is BIG: currently supporting over 3 Million citizens. Our business is built on the quality of our software. We continually strive for elegance and excellence in engineering, optimizing our code for performance and to eliminate tech-debt. Our uncompromising approach to great engineering makes adding new functionality easy and fun, minimizes developer friction and makes for a superb developer experience.

Who you are

You really want to be a great engineer and have already poured effort into this endeavour. You have a demonstrable passion for **the craft of programming**. You have sought and developed a deep and intuitive understanding of the power of different programming languages, algorithms, libraries, frameworks. You have discovered the Functional Programming paradigm and are excited by everything that makes it so powerful. You take pride in thinking algorithmically instead of just banging out code, seeking out and using the most appropriate implementations of algorithms to keep code concise, readable and reliable.

What you bring

- **Verifiable Skills:** You have a verifiable portfolio of open-source software available for review on GitHub.
- **Technologies:** TypeScript, C#, F# or other functional languages. You get how front-ends are built with frameworks and web components. And data visualizations using charting libraries like Plotly or D3.
- **Communication:** Great communication skills with references that attest to effective collaboration.
- **Independence:** You are happy exploring and operating independently to deliver high-quality results.
- **Data Science:** Hands-on work and courses in statistics, data science and machine learning are valuable.
- **Accounting and Math:** Understanding how economics, business and accounting work will be useful.

More about the role

1. **Software Engineering:** You will prioritize writing and refactoring code to be beautiful, readable to the point of being self-documenting, and bullet-proof, while continually honing your craft as an engineer.
2. **New Technology Adoption:** You are unafraid to explore and adopt new technologies ... when you see a better way you will take it, balancing your responsibilities to the business and to our customers.
3. **Tech Team-engagement:** You'd enjoy working in a small close-knit team of engineers, sharing with and learning from each other, pushing the envelope using great technology to engineer great products.
4. **AI-acceleration:** We believe software development is going through an exciting phase-shift. We expect that you will see every development in AI as an exciting opportunity to deliver better code, faster.
5. **Location:** You'd work out of our vibrant office in downtown Victoria, BC in what is one of the most inspiring, beautiful, and vibrant work environments you can find anywhere in the world.
6. **Salary and Benefits:** Your salary and benefits will be tailored to winning your commitment to being a part of our journey putting you in the top 10% of engineers with comparable skills and experience.

Positions and Applying

We are hiring for two kinds of positions:

1. **Final year (only) CS interns** looking for intensive 8 month/more full-time co-ops @ C\$4800 gross pm.
2. **Fresh CS Graduates** in full-time engineer positions at market-leading salaries based on assessment.

Email engineering@waterworth.net with the position, your CV, GitHub repo and any other relevant info.