Job Title: Full-Stack Software Developer

Company: NetBenefit Software
Location: Hybrid – 50/50 Home/In-Office (St. John's)
Job Type: Full-Time

We're looking for a strong full-stack software developer with proven experience working in an AGILE development environment. You should have strong critical thinking and problem-solving skills, a collaborative mindset, and a passion for both teaching and learning. Our fast-moving team requires meaningful contributions from every member. If you can hit the ground running and keep pace while having a growth mindset, we want to hear from you.

Company Overview:

We're operating in a world that's hungry for more energy, stronger supply chains, and essential raw materials, yet moving large resource projects forward sustainably has never been more complex.

At NetBenefit Software, we simplify that complexity. Our software platform gives mining, energy, and infrastructure companies the tools they need to track socioeconomic impacts, manage stakeholder engagement, and deliver real community benefits.

We've experienced triple digit growth for three years in a row and our product is quickly becoming the industry standard.

Tech Stack

- React
- Node.js/Express
- TypeScript
- REST API
- MS SQL
- Material UI
- DevOps Tools (Azure Ecosystem)
- Git/GitHub
- Jira
- Power BI

Position Overview

As a full-stack developer, you'll contribute across the stack. We operate on a standard Scrum cadence, shipping features rapidly, testing, and refining continuously.

You'll work with a small, high-output team, shipping production features from week one. You'll have ownership over your work and the ability to influence the direction of the product.

Your core focus areas will include:

- Participate in the development of full-stack software applications
- Work to define requirements and develop solutions in an agile environment
- Write, test, and document software components
- Provide mentorship to less experienced developers as the team grows
- Work with a cross-functional team to understand customer needs and translate into product features
- Conduct code review and work in a buddy code system
- Support users in resolving technical issues

Skills & Qualifications

- 3+ years of full-stack development experience as part of a company team
- Experience with most of the technical stack listed above
- Ability to pick up new concepts quickly
- Experience working with a team remotely is a plus
- Experience with PowerBI would be a nice-to-have
- DevOps and database skills are a bonus

Compensation:

- OTE: $65,000 - $80,000+
  - This includes base salary plus performance bonus tied to project delivery and company growth.
- Unlimited Vacation
- Flexible Work Schedule
- Company Benefits Plan
- RRSP Match (beginning Jan 2026)

Why Join Us?

- Work on meaningful functionality that is shipped to major companies around the world right away
- Fast-track your career by gaining experience at 2 – 5x compared to an average workplace
- Thrive in a collaborative, high growth environment where your ideas directly shape our direction
- Enjoy a flexible work schedule that empowers you to get things done and maintain your balance

To Apply:

To apply, please email your resume and a cover letter illustrating why you think that you may be a great fit at NetBenefit Software to **careers@netbenefitsoftware.com**. Make sure to include "Software Developer" in the subject line. We're excited to meet you!