

# Full Stack Developer at Cawa

**Salary: €30,000 - €40,000 (based on your actual experience, not negotiation skills)**

**Location: Remote (4 hours overlap with CEST timezone), with the ability to meet up in Amsterdam twice a year**

**Start date: ASAP**

## About this role

You'll be our first (or maybe second) developer. This means you'll have tons of autonomy and real impact - you need to be comfortable with that. You will be working with our experienced CTO who has developed the current system.

We're building infrastructure that makes carbon removal credits actually transparent and trustworthy. Right now, up to 85% of carbon credit money goes to middlemen instead of actual climate projects. We're fixing that.

## What we actually do

We're creating an API platform and marketplace for carbon removal credits. Think of it as Stripe for carbon credits - making it simple for companies to buy legitimate carbon removal without getting scammed or overpaying intermediaries.

Our founding team has real experience (StartGreen Capital, Mobisol, Stack Overflow, Fonetic) and we've raised our first round from climate tech VCs and angels who get what we're building.

## Your actual day-to-day

### Backend work

- Working with our event-based .NET Core backend and PostgreSQL
- Don't know .NET? That's fine - we'll teach you as long as you can already code and understand databases
- Building API based backends to handle carbon credit transactions and reporting data

## **Frontend work**

- React with Next.js - we require some experience in this stack (1 year or more)
- Creating interfaces that help sustainability managers understand what they're buying as well as retire or transfer credits directly
- Making complex carbon data actually readable for humans

## **Everything else**

- AWS, Terraform, GitHub Actions - we'll teach you what you don't know
- Fixing random stuff that breaks because that's startup life
- Occasionally explaining technical decisions to non-technical founders

# **What we need from you**

## **Must-haves:**

- At least 1 year building real things with React (Next.js experience is a bonus)
- Understanding of any backend language and databases (doesn't have to be .NET)
- Ability to figure things out without a 20-page specification document
- Ability to communicate effectively in English, spoken and written
- Willingness to raise flags or problems early, prefer communication over self reliance, we are a team
- Remote working skills (written, asynchronous communication, do not need physical human interaction on a daily basis with coworkers)
  - At least 4 hours overlap with CEST

## **Nice-to-haves:**

- Experience with AWS or any cloud provider
- Eye for design
- Interest in climate tech (caring about the mission helps on tough days)

# **What working here is really like**

## **The good:**

- You'll remove megatonnes of carbon from the atmosphere (actually meaningful work)
- Real autonomy, no micromanagement

- Your code ships fast and you see immediate impact
- No pointless meetings or corporate bureaucracy

#### **The rest:**

- When you're stuck, you'll need to ask early to solve things together
- We meet in the Netherlands every semester to develop ideas in person and get to know each other better

## **Our interview process**

1. **Quick chat** (30 min) - We explain more, you ask questions, we see if there's mutual interest
2. **Technical discussion** (1 hour) - Small coding screen and then talk through how you've built things
3. **Your choice between:**
  - **Paid test project** (4-6 hours) - Build something small but real, we pay for your time
  - **Coding screen** (1.5 hours) - Solve a harder problem together online
4. **Final conversation** (45 min) - Meet the founders, discuss the test project, talk logistics
5. **Decision within 48 hours** - We move fast because we respect your time

Total process: 2 weeks max, depending on your availability

## **Why you might want this job**

- You want to be employee #1 or #2 at a startup that could actually matter
- You learn by doing and want exposure to all parts of the software development lifecycle
- You care about climate but also want to build cool technical products

## **Why you might NOT want this job**

- You want a clear career ladder and defined promotion path
- You need extensive mentorship and code reviews
- You prefer large teams and specialized roles

# Apply

Send us to [info@cawa.tech](mailto:info@cawa.tech):

- Your GitHub/portfolio/CV
- A few sentences on why this specific role interests you
- Your earliest possible start date