

Title: Staff Engineer

Experience Level: 4–10 years

About Us:

We are a technology consultancy based in **San Juan, Puerto Rico**, advising companies from strategic planning to coding. We partner with clients to **co-innovate and create scalable, reliable solutions tailored to their unique needs**.

Our teams are small, diverse, and agile. We are master builders, creators, and hands-on problem-solvers who thrive on solving complex challenges. Coaching and mentoring others is a core value. We believe that helping people grow creates significant value for our clients, our company, and each other.

We accelerate innovation by continually pushing the envelope and adopting **cutting-edge technologies** across artificial intelligence, cloud architecture, big data, DevOps automation, and security. At the same time, we foster a **growth culture** built on:

- Small teams founded on trust and accountability
- Collaboration with client personnel embedded in our project teams
- Open and transparent feedback loops

About the Role:

As a **Staff Engineer**, you will take a leadership role in designing, developing, and deploying **enterprise-grade technology solutions**. You'll balance being a **hands-on engineer** with serving as a **mentor and advisor** to your team and clients. Your work will shape technical direction, guide project execution, and elevate those around you.

You Can Expect To:

- **Lead by example:** Own the design and architecture of complex systems while guiding engineers in best practices.
- **Mentor and coach:** Provide technical and professional growth opportunities to engineers at all levels.
- **Partner with clients:** Translate business challenges into technical solutions and present recommendations with confidence.
- **Drive innovation:** Evaluate, adopt, and implement cutting-edge tools and frameworks that improve scalability, performance, and delivery.

- **Balance priorities:** Manage your time across planning, coding, reviewing, and mentoring to ensure project success.
- **Adapt and deliver:** Remain effective under pressure, adapt to rapid changes, and ensure deadlines are met.

Skills and Qualifications:

- 4–10 years of professional software engineering experience
- Proven expertise in one or more modern languages/frameworks (e.g., **.NET/C#, React, Python, Java, TypeScript**)
- Strong knowledge of cloud platforms (**AWS, Azure, or GCP**) and modern architectures (microservices, serverless, containerization)
- Familiarity with **DevOps practices** (CI/CD, automation, observability, infrastructure as code)
- Experience leading teams or projects with measurable outcomes
- Strong consulting and communication skills; comfortable presenting technical solutions to both technical and business stakeholders
- Commitment to engineering best practices such as test-driven development, code review, and secure coding
- Dedicated to continuous learning, team mentorship, and innovation

Benefits:

- Flexible Paid Time Off
- 100% Medical, Dental, and Vision for you and all of your dependents
- Life Insurance
- Ongoing training and certification opportunities
- Exposure to diverse, challenging projects across industries