Fullstack Software Developer

Junior, Intermediate, Senior

Who we are

At Swept, our mission is to lead the digital transformation of the Janitorial industry. We are building a best-in-class software platform that connects operators, cleaners, and clients — ultimately building trust and transparency between everyone touched by the industry.

COVID-19 placed a spotlight on this industry and has created tailwinds to highlight the importance of our mission. As this industry comes online, we lead the conversation, solve industry pain, and put people first. We obsess over how to simplify Janitorial operations so owners can focus on growth and build stronger relationships with clients and employees.

Our Founder/CEO built a janitorial company, scaled it to three cities, and then sold it to focus solely on software that solves two biggest industry challenges: employee and client retention. Flash forward to today, Swept clients retain their clients 91% better than the industry average, and in an industry with employee turnover ranging from 100–400% annually, our clients have only 39% annual employee turnover.

Swept is a fully remote company based in Canada that offers flexible schedules so you can accommodate all the other important things in your life. We want you to have the best work-life experience to get the best out of our team members.

About the role

We're looking for a capable, hands-on developer at all skill levels (junior, intermediate, senior) that are interested in web and mobile development and would like to help us expand and improve the day to day lives of our customers. When faced with new challenges, you are quick to research multiple options, evaluate them against each other, communicate your findings, propose an implementation strategy, and execute on it. You are comfortable working remotely, keeping in touch with your peers using Slack and Zoom, keeping your teammates up-to-date on progress and any issues you encounter. You love to code and architect solutions, and we'll work together to ensure you have the proper time and space to do so.

What your day-to-day will look like:

Roles and responsibilities will vary depending on knowledge and experience, but all team members can expect to regularly participate in the following activities.

- Work remotely from a location of your choosing.
- Collaborate on product design and discovery.

- Investigate and resolve technical and application problems.
- Write clean, maintainable code.
- Write automated tests and perform manual tests following established standards.
- Conduct peer-reviews of solutions developed by your teammates.
- Provide and receive mentorship, to grow the capability of our entire team.
- Assist in planning upcoming work through the collection and documentation of user requirements, development of user stories, and estimates.

Our core tech stack…

We are currently modernising our tech stack, moving away from PHP to the following:

- React JS (web)
- React Native (mobile)
- Flask Python (RESTish API)
- MySQL (database)
- GitHub Actions CI/CD pipleline
- AWS cloud infrastructure (ECS, RDS)

We also rely heavily on the following tools to get things done:

- Celery, Redis, Marshmallow, SQLAlchemy, Web Sockets, Docker, VueJS, jQuery

About You

First and foremost, our team operates with an agile mindset. Our team is a group of "doers" across all levels of the organisation. We experiment, and problem solve by keeping an eye on the ground and the sky, to ensure our short term decisions keep our longer-term goals in mind. That means we roll up our sleeves and do what it takes to get the job done. We flex and pivot, and speak up when we don't have what we need to be confident to do so. Continuous learning is critical, along with sharing that knowledge with the entire team.

You will thrive if you:

- Want to learn new things and rapidly grow your hard and soft skill sets
- Can easily make people smile and feel appreciated
- Know how to prioritise and make the most of your time in a remote work environment
- Are biassed towards action and own your mistakes without finger pointing
- Learn fast and immediately share those lessons with your teammates
- Can bring the right people together to solve problems as soon as they arise
- Are reliable and comfortable working in an agile, constantly changing environment

Interested? Send us your resume at engineering@sweptworks.com