

Software Developer

XXX is a publicly-traded, staffing, recruiting, and workforce management company. Every day, we assign up to 100,000 people to work. In 2014 Forbes named us one of America's 100 "Most Trustworthy Companies."

Our corporate headquarters is three blocks from the water, in beautiful, downtown Tacoma. Business has been very good to us; in the last two years alone, our revenue has grown by double digits. As you can imagine, with that kind of growth, we're in need of more talent. We're hoping you can help us with that!

We're looking for a software developer to undergird our core business function -- hiring, deploying, and paying employees. Software breakdowns and disruptions cost us... big time! Designing code that's functional, easy-to-use, and durable is what we'll need most from you. We follow a Scrum process.

As an essential team member, you'll spend the bulk of your day researching, designing, and maintaining software programs for our biggest departments (Finance, HR, Operations, Marketing). You'll document technical requirements for each new program and modify existing documents. You'll also formulate the logic for new systems.

The job pays in the range of XXX plus signing bonus. The benefits are generous. In fact, we sweeten the pot with an on-site gym (free), tuition reimbursement, and flex time. You should know that XXX *might* be the most down-to-earth large corporation in metro-Seattle. In the past, software developers have gone onto other positions in IT, including management and supervisory roles. We love keeping good people here; watching their careers evolve is like watching a good movie -- with a happy ending!

So, if what you've read so far sounds good, we want you to apply for the position. Simply send an email to xxx@xxx.com with "Software Developer" in the subject line. Include a link to your personal website, Github page, or LinkedIn profile.

Lastly, please answer this question in about 500 words: *“The most difficult part of a software developer's job besides coding is _____. That's because _____.”*

We're really interested in how you think, so please walk us through each step of your answer.

I (XXX, HR Director) will respond personally to your completed application.