CREATE WHAT MATTERS. JOIN US!

Senior Software Engineer | Taipei

Do you want to get in on the ground floor of an award-winning global startup that is solving a truly meaningful problem in the world?

PenguinSmart is looking for a **Senior Software Engineer** to help contribute to the development of our AI-assisted online rehab therapy services enabling more effective speech & language improvement for children.

Job Scope
- Take an active role in the development projects for the website, both large and small, throughout the various phases of the project life cycle. Assess new initiatives to determine the work effort and estimate the necessary time-to-completion.
- Lead and mentor other team members to develop shared best practices and development standards.
- Maintain existing code and functionality once it is assimilated into the ongoing operations of the Web business.
- An interest in sharing knowledge about new technologies with the team and facilitating the implementation of such technologies across projects.
- Dedicated to meeting the expectations and requirements of internal and external customers; gets first hand customer information and uses it for improvements in products and services; talks and acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- Development with cross-browser/cross-device compatibility in a graded browser support environment.
- Document new development, procedures or test plans as needed.
- Participate in Web data builds and deployment efforts.
- Working knowledge of ROR and an understanding of classes and inheritance as well as the principles of code-reuse in object-oriented programming.
- Working in an Agile development cycle using advanced Scrum methodologies.
- Performs other related duties as assigned.

Details:
- **Time Commitment:** Full time
- **Compensation:** Based on experience; annual base salary with stock options, social insurances, flexibility to work from home, and bonus depending on team performance
- **Location:** Taipei. The candidate will be working closely with teammates distributed across the US, Taiwan, and mainland China.
- Potential leadership and management role with hiring influence

As a potential team leader role within a fast growing startup, we look for candidates with the following qualifications and qualities :

Qualifications:
- **Only candidates based in Taipei will be considered**
- **Proficient in Mandarin Chinese and English**
- **Bachelors Degree or above** in Computer Science or related fields
- Have 3+ years of full-stack web development experience, including Ruby-on-Rails, SQL (e.g. PostgreSQL, MySQL), and React.JS
- Familiar with writing REST APIs and GraphQL
- Familiar with AWS and CircleCI and building data pipeline

- Familiar with Unit Testing, Integration Testing, and Test-driven development

Qualities:
- **Strong ability to empathize; excellent copywriting skills:** you can understand different groups and can create compelling messaging for each
- **Metrics & data-driven:** you are not afraid of analyzing data to find insights
- **Strong logical problem-solving:** when you encounter a problem, you proactively look for solutions or create a plan to find a solution
- **Goal-oriented and self-managing:** can plan tasks and manage own priorities & time to reach goals without requiring step-by-step instructions and constant oversight
- **Hunger to teach yourself & to constantly improve:** you like to learn new things and teach others, rather than wait to be taught; you imagine ways to do things better
- **Can adapt quickly to a fast-changing environment:** learn new tools on your own, courage to be stretched professionally, fast learner and good listener
- **Comfortable with ambiguity:** you can move forward when faced with uncertainty; in fact, you like bringing order to uncertain situations
- **Management potential:** you are a leader and motivator
- **Humility and good sense of humor:** especially critical for a startup

Good to Have
- Related experience with disadvantaged families or developmentally delayed children
- Experience in any of the following:
    - have e-commerce or SaaS experience
    - have experience building online services for the mainland China market
- Project and team management
- Previous professional interaction with doctors, nurses, therapists, teachers and parents

About Us
PenguinSmart is enabling intelligent, individualized rehab therapy for all, starting with online speech and language therapy support for children. Founded by Harvard & MIT alumni, our team combines the latest data sciences with expert insights to empower caregivers to become a key part of the rehab journey. We are first remotely serving the 1 in 6 families with developmentally delayed children while developing global solutions for other conditions. Our solutions speed up rehab progress and allow therapists to oversee more patients without sacrificing quality of care. PenguinSmart is backed by Alchemist Accelerator, was named one of the Top 10 Disruptive Parenting Companies by Disruptor Daily, and was recently chosen as one of the "Top 100 Healthcare Visionaries" in the US.
[mypenguinsmart.com (EN)](mypenguinsmart.com) | [qierbao.com (CN)](qierbao.com)

If you are interested, please send your **bilingual (English and Chinese) cover letter & CV/resume** to talent@mypenguinsmart.com.