

# Full-Stack Software Engineer / Web Developer

Wilderness Travel – Berkeley, CA

## About Wilderness Travel:

Wilderness Travel is a leader in the Adventure Travel industry, sending clients on dream journeys to more than 70 countries around the world. We offer more than 200 small group and private journeys, from African safaris to hiking odysseys in the Alps to expedition cruises in Antarctica. We are a company of travelers, and we pride ourselves on our passionate and dedicated staff and our cooperative and friendly office environment.

## About the Role:

We are looking for a full stack developer to work on a variety of problems ranging from front-end development of our website, [www.wildernesstravel.com](http://www.wildernesstravel.com), to the continued back-end development of our custom, internal-facing Ruby on Rails CRM application. We are looking for a developer who is comfortable working on back-end logic and front-end features. This is a full stack position and requires proficiency in Ruby on Rails, HTML, CSS, Javascript, and React. We are looking for a candidate who is a self-starter, has excellent communication skills, and continuously looks for relevant technologies to keep our systems up-to-date.

We have a small, close-knit team of 45 employees and 2 developers. You will have a wide range of responsibilities and ownership of multiple projects, with the ability to have a significant impact.

## Job Responsibilities and Example Projects:

- Co-developing our internal-facing CRM and CMS system.
  - Some example priority features include:
    - Automating staff workflows (auto-generating paperwork for clients and trip leaders, and allowing us to move away from paper files)
    - Developing customized itineraries and logistics
    - Implementing advanced CRM functionality (lead scoring, retargeting, etc.)
    - Incorporating payment and functionality into our front and back end systems and integrating with Accounting program
    - Reporting and dashboard functionality
- Continuous improvement and development of our external facing Ruby on Rails site: [www.wildernesstravel.com](http://www.wildernesstravel.com).
  - Some example priority features include:
    - Developing a user portal to complete paperwork, access documents, save trips, communicate with staff, and share photos
    - Improving our mobile user experience
    - Smart search functionality
- Other responsibilities include:
  - Providing expertise on architecting the design of the organization's software systems to make them scalable and reusable
  - Assisting with the maintenance of the overall architecture of the organization's online application and internal software systems

- Writing test-driven code that is clear, concise and adheres to the Don't Repeat Yourself (DRY) principle
- Determining end-user requirements with colleagues and/or management
- Testing new features developed
- Monitoring error log and fixing bugs
- Stay current on the latest technologies, techniques and processes to maximize the efficiency, scalability, and usability of the organization's products
- Being a "systems thinker" and work to automate as many things as possible.
- Working in collaboration with the in-house designer and/or management to implement specific or general ideas
- Communicating with stakeholders, meeting deadlines and delivering production ready code

**Functional Skills & Qualifications:**

- Stack and Programming Languages: Ruby on Rails, React, JavaScript, jQuery, HTML, CSS
- Relational database knowledge (MySQL or Postgres)
- Elastic Search
- Experience developing and deploying web applications
- Object oriented programming
- Experience designing and understanding complicated data structures— including polymorphic relationships and STI
- Experience using Unix or Linux operating systems
- Experience using Git for version control, branching and merging
- Critical thinker and highly self-motivated
- Strong analytical and quantitative skills
- Familiar with UI/UX best practice, website and landing page optimization, creative optimization, and A/B testing
- Strong team player willing to roll up your sleeves, pitch in on all facets of projects, collaborate with others, and adapt to office needs with a sense of flexibility, good humor and a high level of energy
- Understanding and identification with our company values and the way we travel
- 4+ years of experience working on professional web development software teams
- 4+ years of hands-on experience with JavaScript, React and Redux, HTML5, CSS3
- Bachelor's degree
- Must currently reside in the San Francisco Bay Area

**Job Type:**

Full-time. Office Hours 8:30am-5pm.

We are also open to part-time, contract work.

**Salary & Benefits:**

Competitive salary with an excellent employee benefit package including medical insurance, participation in retirement plan, paid vacation, a yearly travel stipend, travel opportunities on Wilderness Travel trips, and pro-deals on outdoor clothing/gear.

**To Apply:**

To apply for this position, please send your cover letter and resume to [careers@wildernesstravel.com](mailto:careers@wildernesstravel.com). Additional references and letters of recommendation are welcome. We sincerely apologize that we will be unable to respond personally to each applicant; only applicants selected for interview will be contacted.  
No phone calls, please.