TREMENDOUS

This is a rare opportunity to join a highly profitable, YC-backed company with proven product-market fit as its first engineering hire and receive substantial equity compensation.

Given that we're a rewards platform, we'll offer candidates an incentive from the jump: we'll donate $50 to a charity of your choice using the link below if you end up scheduling a second round call with us (it also serves as a quick product demo):

https://www.tremendous.com/l/gFnbTCdXmnnh45h5yst

The Role and Company

We are looking for a bright, self-motivated, product-centric engineer to grow our incentives platform which already reaches hundreds of monthly active enterprise clients and millions of end-users.

As the first engineering hire at Tremendous, you will tackle the complex front and back-end technical challenges associated with supporting millions of dollars in payouts across the globe.

Our mission is to help businesses incentivize anyone in the world, easily and instantly. Among the many non-payroll payments that flow through our system, some popular use cases include rewards for refer-a-friend programs, market research compensation, customer loyalty, rebates, and employee recognition.

We've grown 300% over the past year and some of our notable enterprise clients include Spotify, Atlassian, Pinterest, and IBM.

The Specifics

Location

Remote OK. Tremendous is headquartered in SF.

What we require

- 2+ years of professional software development experience
- Demonstrated full-stack experience – ideally communicated through a portfolio of completed, publicly accessible products

What would be great to see

- A product oriented mindset and a tenacity to advocate for users and your ideas
- A tendency to align your definition of personal success with company milestones and wins
- A long term desire to transition into leadership positions – whether that entails eventually founding your own company or operating as a CTO / VP of Engineering.

Our Tools

For experienced engineers, frameworks can be learned, so we care much more about your general skill than knowledge of a particular stack. We currently use:

- **Languages**: Ruby, Javascript
- **Datastores**: Postgres, Redis, Elasticsearch
- **Version control**: Git
- **Frameworks**: Ruby on Rails, React/Redux

Our benefits / perks

- The option to work remotely
- A flat, collaborative, and fast-paced startup environment where your choices and product releases will impact millions of users
- The personal and financial upside of a small company (including above-market pay for highly qualified candidates with substantial equity packages)
- The minimization of early stage downside risk due to the existing profitability of the business
- Health care and dental plans

Please email us at jobs@tremendous.com (including links to your LinkedIn and Github profiles) if you believe you're a good fit for this position!