

SOFTWARE DEVELOPER (INTERMEDIATE)

Term: Full-time

Location: Calgary (hybrid: 3 days in the office, 2 at home)

About Monark

Monark is a female-founded, women-led company redefining leadership development for the future of work. We build technology that helps leaders show up better for their people — and we hold ourselves to the same standard.

Our values are **Inclusivity, Integrity, Ingenuity, and Excellence**. They show up in how we:

- Make decisions (we default to transparency and honesty)
- Work together (we challenge ideas, not people)
- Build product (we're obsessed with impact, not ego)

We are a startup: things move quickly, priorities shift, and everyone rolls up their sleeves. People who thrive here are low-ego, curious, collaborative, and committed to building an inclusive environment where all voices are heard and respected.

Role Overview

As an **Intermediate Software Developer**, you'll be a versatile and critical member of our development team. You'll wear multiple hats, taking ownership of key parts of our software development lifecycle — from infrastructure and technical design to implementation and release planning.

This role is ideal for a **technical “all-rounder”** who:

- Loves turning product vision into clean, scalable code
- Is comfortable in a fast-moving, resource-constrained startup environment
- Values collaboration, feedback, and inclusive teamwork as much as technical excellence

WHAT YOU'LL DO

- **Full-Stack Development**
 - Design, build, and maintain high-quality, scalable features for our platform using Node.js on the backend and React / React Native on the frontend.
 - Write clean, testable, maintainable code and contribute to our shared standards and best practices.
- **Build & Maintain Infrastructure**
 - Develop, maintain, and scale our software infrastructure on AWS, applying DevOps best practices to ensure reliability, security, and performance.
 - Contribute to CI/CD pipelines and infrastructure-as-code.
- **Collaborate & Review**
 - Actively participate in code reviews — giving and receiving constructive feedback with humility and respect.
 - Partner closely with QA to ensure we ship high-quality, stable releases.
- **Plan & Release**
 - Support sprint planning, estimation, and prioritization with the product and engineering teams.
 - Help manage the application release cycle, including coordination and successful deployment of new versions.
- **Analyze & Support**
 - Provide data analytics support (e.g., SQL/NoSQL queries, dashboards) to help the team make informed, data-driven decisions.
 - Offer technical assistance and app/account support as required for internal stakeholders and, at times, key customers.

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- **Translate & Design**
 - Partner with product stakeholders to translate product requirements into detailed technical specifications and robust system architecture.
 - Ask thoughtful questions, surface risks early, and propose pragmatic solutions.

WHAT YOU BRING – TECHNICAL EXPERIENCE

- **3–5+ years** of professional software development experience
- **Exceptional general programming skills** with a strong understanding of data structures, algorithms, object-oriented programming (OOP), and principles for writing clean, maintainable code.
- **Solid proficiency in data engineering and system integration**, including:
 - **Designing, developing, and maintaining robust RESTful APIs.**
 - Experience with **Extract, Transform, Load (ETL)** pipelines for data ingestion, processing, transformation, and ensuring data quality across different systems.
- Hands-on experience with **AWS cloud services** and a solid understanding of **DevOps principles** (CI/CD, monitoring, infrastructure as code like Terraform or CloudFormation).
- Proficiency in data storage and retrieval, with experience in **SQL, NoSQL (e.g., MongoDB, DynamoDB)**, and/or data visualization tools.
- Experience with **Agile/Scrum** or similar methodologies and a proven ability to manage technical project timelines and priorities.
- **Nice to have:** Familiarity or direct experience with modern JavaScript/TypeScript frameworks and tools, including:
 - **Node.js** and related backend frameworks (e.g., Express, NestJS).
 - **React and/or React Native** for front-end development.

HOW YOU WORK

- You're comfortable in a **startup environment**: priorities can shift, resources are lean, and you're proactive about asking questions, unblocking yourself, and making progress.
- You have **excellent communication skills** and can explain complex technical concepts clearly to both technical and non-technical teammates.
- You value **inclusion and psychological safety** — you listen actively, respect different perspectives, and contribute to a culture where everyone feels safe to speak up.
- You're **low-ego and coachable**: you seek feedback, own mistakes, and focus on learning and improving.
- You're a **self-starter** who can work independently, but you don't disappear — you keep your team in the loop and collaborate often.

Why Monark

- Join a purpose-driven startup where leadership isn't just a concept — it's a daily practice.
- Work on a product that helps real leaders in real organizations show up better for their people.
- Grow your own leadership: you'll have meaningful ownership, visibility, and the opportunity to shape both the product and the way we build it.

Please send a cover letter explaining why this position interests you along with your resume to Kristina (Director, Brand & People Ops) at kristina@leadwithmonark.com