

Software Engineer

Pegged is seeking passionate, collaborative, entrepreneurial engineers to help us transform and equalize how people are hired. We're a small, early-stage, high-growth company that cares about producing a valuable product, growing together and using the right tool for the job. If this sounds like you, contact us at jobs+engineering@peggedsoftware.com. We are hiring at all levels of experience at our New York City and Baltimore offices.

Pegged Software is fixing how people get hired. We do this by applying modern data science to build predictive models that match individuals with roles where they can excel. We use traditional application data in some very innovative ways, and we've built our own data-gathering platforms in the form of applicant screenings. We've started by focusing our technology on the healthcare industry, and plan on expanding to other industries, and then to a direct-to-consumer product that will help individuals and companies find one another.

At the hospitals we work with, employee turnover is a major problem. This churn costs our clients thousands of dollars that could be better spent improving patient care. We've reduced employee turnover at our client hospitals by 45 to 75 percent, which has resulted in improved patient experience, company performance, and employee engagement.

This is just the beginning of a revolution in how employers use data to make better HR decisions, and how individuals are able to find fulfilling work beyond the bounds of bias. We have doubled in size over the last year, just completed a \$7.5M round of financing, and are growing even more quickly in 2016.

What We Believe In

- **Empathy** with one another and our users. Inclusiveness, communication and collaboration are core tenets of how we work.
- **Contribution** to the open source community. We are built on open source technologies and we give back.
- **Small feedback loops** are critical to developing product and technology.
- **Ownership** gives individuals the agency to grow, and aligns outcomes.

What We Use

We are pragmatic and use whatever tool is best to get the job done. That being said, we most enjoy programming in OCaml on top of AWS, and make use of Python to glue things together.

Responsibilities

- Write server-side code for web-based applications and APIs.
- Create robust high-volume production applications and develop prototypes quickly.
- Work with Data Scientists to create a data pipeline that supports offline analysis, and online experimentation.

- Write automation code to deploy, monitor and alert to support your application.

Must Have

- An entrepreneurial mindset -- you have a track record of easily learning new technologies. You are a self-directed learner who can adapt quickly to new tools to solve problems.
- A demonstrated ability to produce and support quality production code.
- Excellent communication skills.
- A collaborative approach to working on a team.
- A passion about making the world a better place.

Nice to Have

- Experience with Amazon Web Services (AWS)
- Experience with OCaml or functional programming in any environment
- Experience building highly available, fault tolerant systems
- Experience building a data pipeline (bonus points for knowing about the Lambda Architecture).

Perks

- The mission, the people and the work.
 - The mission: work on a project that is making the world a better place.
 - The people: work for a high growth company, and learn in an environment where people care about growth *and* work/life balance.
 - The work: pragmatically use amazing technology.
- Competitive salary, benefits and equity.