



Front-End Web Developer

Office Location: East Liberty neighborhood, Pittsburgh, PA

(currently working remotely due to COVID-19)

Employment type: Full-time

Exemption status: Non-exempt

Shift Collaborative is looking for a front-end web developer to work with us in delivering memorable, human-centered experiences for our clients.

At Shift Collaborative, a front-end web developer is responsible for creating stable and intuitive website experiences. They are involved with the technical and graphical aspects of a website - how the site works and how it looks. The developer will design, develop, test, and deliver client web sites, applications, and related components. We currently create most of our websites using WordPress, though we work with other CMSs as well. The ideal candidate is interested in new technology and welcomes new challenges.

Ours is a team environment, and you'll be working with other designers, writers, digital specialists, and strategists. We're excited by creativity and guided by research, but most of all we are drawn by curiosity to find new and smart solutions to communications problems.

Our work is fast-paced, with a wide-ranging mix of tasks, deadlines, and activities. If you're eager to collaborate in a supportive, engaged team, we are eager to meet you.

Job Duties

- Create web page designs and implement them in HTML5/CSS3, Javascript, and PHP
- Thoughtfully plan and prepare for the deployment of new code
- Advocate for intuitive, accessible, and responsive solutions
- Help our team plan, track progress, assess risks, and meet deadlines
- Pay attention to details and methodically test quality and compatibility
- Expand and improve our web development processes, standards, and tools

- Assist with technical support for web clients through a Zendesk ticketing system
- Assess situations and troubleshoot web glitches
- Offer courteous technical support under pressure

Required Knowledge, Skills, Abilities

- Bachelor's or Master's degree or equivalent professional experience
- Practical experience in HTML5/HTML, CSS3/SASS, PHP, Javascript/JQuery/ AJAX/JS Frameworks
- Production experience with WordPress
- Solid understanding of navigation and GUI for ensuring usability
- An online portfolio that demonstrates creative and technical skills
- Quality assurance experience, attention to detail, bug issue creation
- Proficiency with Adobe Creative Suite, primarily Adobe XD
- Readiness to engage in healthy professional dialogues with project stakeholders
- Desire to work as part of a team to create quality user experiences
- Excellent written and oral communication skills
- “Thinking before designing” attitude, confidence to ask questions
- Interest in learning opportunities outside of assigned tasks, projects, and day-to-day responsibilities
- Reliable time management skills

Other Important Bits:

- Paid holidays and paid time off
- Health Insurance
- Healthcare savings account (optional benefit)
- Monthly expense stipend
- Commission opportunities and profit-sharing
- Work from home full-time during current “stay at home” order; when normal business resumes, work from home on Tuesdays and in the Pittsburgh office other days

How to Apply

In your cover letter, show us who you are as a potential team member. Tell us how you see yourself, the work, and this opportunity. Great writing is important to us, so use the opportunity to be creative and clear. Please tell us:

- Why you choose to work in the field of web design and development
- Why you want to work at Shift and not somewhere else
- A time you needed to learn something new to get work done, and how you approached it

Then in a separate document, answer the following questions. A concise answer is going to be better than a long one here; four or five sentences each will be fine.

- We work extensively with WordPress. Tell us about your experience with WordPress, particularly designing page layouts to suit content, and developing responsive pages.
- Please send links to two websites you've worked on within the last year. What was your role in developing each site? Please tell us about one challenge in each project and how you addressed it.
- What were the last 3 questions you viewed on Stack Overflow or another online reference/resource? What problems were you solving? What solutions did you find?

We will acknowledge your application when we receive it, and respond to qualified applicants with next steps.

DISCLAIMER

The above job description is not an exhaustive list of all duties and responsibilities of the position and in no way is to be construed as a contract. As with all positions, employment is "at will" or voluntary on both the part of the organization and the team member. Employment is not for a set period of time and may be discontinued by either party for any reason with or without notice.

Shift Collaborative is an Equal Opportunity Employer.