

Software Technology Group, Inc

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Software Engineering Leader

Company Context

At Software Technology Group, we are focused on helping other companies (primarily in the Northwest) accelerate their business with modern technology solutions. We operate as a team of product, UX, and engineering professionals, working closely together to solve our clients' problems. Based in Beaverton, OR, we have a 30+ year history of delivery excellence. We are tool-agnostic and have the expertise to work in the forum that makes the best sense for each client and for each project. Most of our employees have been here for over 5 years (some over 20) because of the collaborative, adaptive, and relentless focus on doing the right thing for our employees and for our clients. If you crave innovation, solving new problems, working with a variety of technologies, and building cool products in an agile environment, let's talk!

Position Overview

We are seeking an experienced Portland-based Software Engineering Leader to lead and actively contribute to the development of our SaaS platform. This role is ideal for a technical leader who thrives in a small, product-focused environment and enjoys balancing architecture, coding, DevOps, and team leadership. You will shape technical strategy, guide engineering standards, and directly contribute to building and scaling modern web and mobile applications. This is a player-coach role — you will lead the team while remaining deeply involved in implementation.

This role requires a strong technical foundation across frontend, backend, DevOps, and database systems, combined with leadership experience managing engineering teams and cross-functional collaboration.

The ideal candidate brings 5–10 years of progressive software engineering experience, deep expertise in modern application architecture, and a passion for building scalable, high-quality systems. You will leverage AI tools to push the boundaries of what we can do, accelerating development workflows while delivering high-quality solutions across web and mobile platforms. We need someone local for this role – open to discussing compensation for relocation.

Key Responsibilities

Engineering Leadership

- Lead, mentor, and grow a team of software engineers across frontend, backend, and DevOps disciplines.
- Actively contribute code across frontend and backend systems.
- Establish and enforce engineering standards, best practices, and code quality guidelines.
- Partner closely with product managers, designers, and stakeholders to align technical execution with business goals.
- Champion and drive AI use, staying up to date on the latest trends.
- Drive architectural decisions to ensure scalability, performance, and maintainability.

- Manage technical roadmaps and inform sprint planning focus and delivery timelines.

DevOps & Delivery

- Design, implement, and maintain CI/CD pipelines.
- Champion DevOps practices including automated testing, continuous integration, and automated deployments.
- Oversee deployment and monitoring of web and mobile applications.
- Improve release reliability, deployment frequency, and system uptime.
- Manage cloud infrastructure (preferably Microsoft/Azure ecosystem).

Frontend Development

- Lead development of React-based applications.
- Ensure responsive, mobile-first design principles are applied consistently.
- Drive seamless frontend-backend integration and optimized data flow.
- Maintain performance and usability standards across browsers and devices.

Backend & Services

- Architect and implement backend services using:
 - ASP.NET (preferred Microsoft stack)
 - Python (Flask)
 - Node.js (Express)
- Design and maintain REST APIs.
- Work with tools such as Postman and Swagger for API documentation and testing.
- Manage multiple data formats including JSON, XML, and related web standards.

Data & Database Architecture

- Design and optimize database solutions using:
 - SQL databases (MS SQL Server, MySQL, PostgreSQL)
 - NoSQL systems (MongoDB, Azure Tables, IndexedDB)
- Ensure data integrity, scalability, and performance.
- Oversee database migrations, optimizations, and long-term strategy.

Required Qualifications

- 5–10 years of experience in software engineering.
- Proven experience leading engineering teams and technical initiatives.
- Strong DevOps experience including CI/CD pipelines and automated testing frameworks.
- Hands-on frontend experience with at least one modern frontend framework (React, Vue, Angular)
- Backend development experience (Microsoft stack preferred).
- Experience deploying and maintaining web and mobile applications.
- Strong understanding of RESTful architecture, API design, and SQL databases.
- Demonstrated experience using AI tools to accelerate software development workflows
- Strong problem-solving skills and technical troubleshooting abilities

Preferred Qualifications

- Experience with NoSQL databases (MongoDB, IndexedDB, Azure Tables)
- Experience in Azure cloud environments.
- Experience with containerization (Docker) and orchestration tools.
- Familiarity with security best practices for web and mobile applications.
- Experience modernizing legacy systems.
- Background in performance tuning and scaling distributed systems.

What Success Looks Like

- Engineering speed improves without sacrificing quality.
- CI/CD pipelines are reliable and deployments are predictable.
- The SaaS platform scales smoothly as customers grow.
- Technical debt is actively managed.
- The engineering team feels supported, mentored, and challenged.

Compensation & Benefits

- Competitive base salary commensurate with experience
- 401k match
- Profit sharing
- PTO, sick days, and holidays
- Comprehensive health, dental, and vision insurance
- Flexible work arrangements

We are an equal opportunity employer committed to diversity and inclusion. We welcome applications from all qualified candidates regardless of race, gender, age, religion, sexual orientation, or disability status.