



Web Software Engineer

Tewksbury, MA

Open to fully-remote for candidates with prior successful remote work experience

We are looking for a talented Software Engineer interested in building robust web technologies to support a complex physical operation. At Walden we strive to achieve a healthy balance between developing custom solutions and leveraging 3rd party tools. We do some things that are pretty unique, but we have plenty of needs that are standard to the industry. Our web development group maintains a member-facing application with an e-commerce integration to translate preferences for a subscription product into balanced, recurring orders.

While the initial focus of this role will be feature development for a near-completion refactor project, we intend for you to grow into a technical product manager and lead developer to enable the business to quickly iterate on our product offerings and our subscription model. Success in this role will require an analytical, systems-thinking approach to problem solving, and a willingness to learn, model, and internalize how our business works. This is a full time role based in our office in Tewksbury, MA, however we are open to full-remote work for candidates with exceptional communication skills and demonstrated success working with remote teams.

What You'll Do

- Report to Walden's Lead Systems Engineer as a member of the engineering team
- Participate in agile sprints to develop features for Walden's member website and API
- Design and implement new user flows for end users and back-of-house operators
- Act as a Subject Matter Expert to guide non-technical teams through creating products and experiences for our member base

- Collaborate with Operations Analysts to develop new algorithms for balancing inventory, forecasting demand, and planning fulfillment
- Assist in issue triage, bug fixing, and site reliability improvements

What You'll Bring

- 3+ years of professional work experience in full stack web development and e-commerce (academic project work does not count towards this requirement!)
- Demonstrated history of cross-functional collaboration with non-technical teams and understanding business requirements

Bonus points if you have...

- Experience with BigCommerce or similar enterprise e-commerce applications
- Experience in DevOps or platform management in AWS
- Experience with Ruby on Rails

Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to submit one that highlights your unique experience and interest in this role.

What We Offer

- Financial: Salary aligned to experience level, Company Bonus Plan, 401k
- Health & Wellness: Medical & Dental, Unlimited PTO, 8 Paid Holidays, 8 Weeks Paid Parental Leave, 6 Year Sabbatical Program
- The Fun Stuff: 25% off up to 2 Walden monthly meat shares, up to 5 lbs of free meat weekly, 25% discount at our Boston butcher shop, family-friendly annual company picnic and holiday party, monthly employee events

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, pastured, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!

We're proud to be an equal opportunity employer - and celebrate our employees' differences, including race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, and Veteran status. Different makes us better.