Job Title: Low Code Developer, Strategic Initiatives
Based in: Mexico
Reports to: Low Code Developer (Tech Lead), Strategic Initiatives

Please note that fluency in English and at least 3 years of experience working with low code tools (like Airtable, Softr and Make) and/or developing software is mandatory for this role.

Interested candidates: Please send your CV and evidence of your work (e.g., portfolio, GitHub repositories, project websites) to careers@tent.org. You may submit an additional brief cover letter if you would like.

About the Tent Partnership for Refugees:
With more and more refugees displaced for longer periods, businesses have a critical role to play in helping refugees integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company – to mobilize global businesses to fill this gap by helping connect refugees to work. Today, Tent is a network of 400 major companies committed to hiring, training, and mentoring refugees. Find out more at www.tent.org.

About the role:
As a Low Code Developer at Tent Partnership for Refugees, you will partner with the Low Code Developer (Tech Lead) and with the Product Manager to deliver a scalable solution that helps refugees and other work-authorized migrants get hired by Tent member companies at scale. Join us to play a key role in the innovation, design and development of intuitive user experiences powered by low/no code platforms such as Airtable, Softr, Make, Twilio and Manychat.

Key Responsibilities:
- Inform product backlog and sprint prioritization through sound technical feasibility assessment and effort estimates.
- Develop, test, iterate, maintain, and constantly optimize Tent's low/no code solution in ways that improve user experience and advance product outcomes–in line with sprint priorities, product requirements, and the possibilities offered by our tech stack.
- Develop prototypes and other artifacts to quickly test usability and value of new product and/or feature ideas.
- Review the no/low code development work of the Low Code Developer (Tech Lead), and seek out his feedback on your development.
- Thoroughly test features prior to release, and enable others at Tent to support our team in that effort.
- Help identify, investigate, and resolve bugs or system errors with urgency, to ensure an always-on and effective user experience.
- Research and help evaluate tech stack and product architecture choices led by the Low Code Developer (Tech Lead), to ensure both evolve as needed.
- Perform product performance and data analysis to come up with and assess colleagues' ideas to improve user experience and advance product-enabled outcomes.

- Create and maintain visual product dashboards that help internal stakeholders track product performance.
- Help develop and maintain product and process documentation.
- Ensure product delivery as part of a small, flexible and highly collaborative team–going above and beyond as needed. For example: writing copy or checking translations, answering questions from users elevated by country teams, training country teams in key product features.

Essential Skills & Experience:
- At least 6 years of overall work experience, with at least 3 years of experience in web development and/or low code/no code development and/or automation including experience with low code platforms such as Airtable, Softr, Make, Twilio and/or Manychat.
- Experience in WhatsApp conversational design using Twilio and/or Manychat.
- Experience with workflow and process automation, including scripting and optimizing automation runs.
- Understanding of, and experience working with, relational database design.
- Understanding of, and experience working with, APIs. This includes experience working with API documentation and working with JSON.
- Experience with product testing to enable confident feature releases.
- Ability to write and maintain system documentation.
- Fluent in written and verbal English.
- Flexibility between low/no-code development and other product-related tasks like product performance analysis and testing.
- Bachelor's degree in a related technical field, or equivalent practical experience.

Preferred Skills & Experience:
- Coding experience with CSS and JSON.
- Experience with SEO.
- Good eye for design.
- Interest in creating seamless and effective user experience.

Desired Qualities:
- A self-starter, results oriented, able to work independently; comfortable operating in gray areas.
- Ability to work in a fast-paced environment and manage shifting priorities.
- A willingness to roll up your sleeves and tackle new challenges.
- A hard worker willing to go above and beyond to deliver high-quality work.
- A positive, energetic, and collaborative mindset.
- Ability to effectively express insights and findings to inform, negotiate or engage diverse stakeholders.

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genetic information, or any other classification protected by federal, state and local laws. We are dedicated to ensuring that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. Please contact us to request accommodation.