

Development Team Lead

About CampBrain

CampBrain is a 40+ person company in downtown Toronto. We create web-based registration software for summer camps and conference centres. We have a well-earned reputation for great software, backed by incredibly competent and dedicated customer service. We do business in a straightforward and honest style.

Check out <https://www.campbrain.com/careers> to see what it's like to work here and understand what we're about.

Why we need you...

You have two priorities:

- Working on elevating the skills and knowledge of our dev team so that we're always improving
- Improving our product and platform

Imagine spending half your day making our team awesome, and the other half making the product awesome.

What will your day-to-day responsibilities be?

Make the team better

- Mentorship to improve individual skills/knowledge
- Introduce technologies, tools, patterns that increase productivity and quality
 - promote good coding practices
 - security
 - testing
- Technical leadership
 - code reviews
 - identify and develop new code patterns
 - code re-use, efficiencies
- Curate development processes to gain efficiencies
- Work with our Scrum Master to promote and improve Scrum and Agile processes

Make the product and platform better

- Champion technological advances
 - distributed systems
 - microservices
 - scalability - database, application, etc.
- Work with our Product team to provide estimates + technical guidance
 - help improve estimating across the team

What do you bring to the table?

- This is a leadership role. We're looking for someone who has already had leadership experience on a dev team
- **Really strong technical chops in .NET**. The team will be looking to you for guidance in coding practices, process, and technological advancement
- Experience in shipping a web application

What does our stack look like?

Technology

- Multi-tenant CQRS-based architecture processing tens of millions of events per month
- Frontend technologies like Typescript, Knockout, Vue, Kendo
- Backend technologies including
 - Large SQL Azure databases (1TB+)
 - Multiple .net MVC web applications
 - Azure Storage, Redis caches, cloud services, key vault, webjobs, etc

Process

- We follow Scrum and we're always trying to be more Agile
- We speak DevOps: we do CI, we can deploy with one click, we do code reviews & unit tests & automated regression tests, we release weekly

What's in it for you?

- A chance to hone your leadership ability with a team of seasoned developers
- An opportunity to build world-class internet-scale software in a socially worthwhile industry
- An environment to grow and evolve your technical skills by enhancing an existing code-base while introducing new frameworks and technologies

What happens if we call you to come in for an interview?

- You'll meet with the CTO, one of our developers and someone from the Product team.
- We'll talk about what motivates you, what you've done so far, what you're looking for.
- We'll tell you the same about us, trying to figure out the fit.
- You'll work through a small coding challenge with the CTO so we can understand how you think.

We'll give you our timeframe for hiring, and we'll keep in touch while we interview other people. We will always inform you of the outcome, regardless of what we decide.

Why you should work here

We're profitable and established.	CampBrain is not a start-up. We are a stable, profitable, privately-held company. We have a proven track-record, a viable product, and loyal paying customers.
Your work will be valued, it will be important, and it will matter.	You'll be working on our flagship product. The quality and stability of our product impacts millions – literally millions - of people each year.
You'll work with a great team.	We are smart, funny, empathetic, kind, and we care about the quality of our product and service.
The office is cool.	We have 8000 square feet in a brick-and-beam building from the 1890's that used to be the Heintzman Piano Factory. The space is open and bright with lots of natural light and absurdly uneven floors.
Company culture and events.	<p>We are a close-knit team building a product and company we love. The people we work with and our office culture are incredibly important to us and we work hard at it.</p> <ul style="list-style-type: none">• Family weekends at camp• Axe throwing, brewery tours, archery dodgeball & baseball games• Potluck lunches, cookie exchanges• Bowling Night and Poker Night• Canoeheads for Kids: raising money to get more kids to camp <p>Take a look at our Facebook page for more: https://www.facebook.com/CampBrain/</p>
The location is great.	We're located 1 km east of the King Subway Station. The neighbourhood is in the middle of a vibrant renewal. We're near coffee shops, restaurants, the Distillery District, the St. Lawrence Market, and 20 metres from a great independent espresso bar.

Interested? Good... we need you.

- **IMPORTANT:** Include a cover letter. Use it to set yourself apart and make yourself stand out. Tell us about an achievement you are most proud of – include your résumé and send it to careers@campbrain.com