



WordPress Developer

Office Location: Remote, with access to a co-working space in the East Liberty Neighborhood of Pittsburgh

Employment Category: Full-time

Compensation Type: Salaried, Exempt

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

At Shift Collaborative, a WordPress 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 websites, 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 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.

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

Job Duties

- Perform both front-end and back-end development, including the design and implementation of themes and plugins
- Work with design strategist and project team to create website architecture
- 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
- Expand and improve our web development processes, standards, and tools
- Assist with technical support for web clients through a Zendesk ticketing system
- Conduct website performance tests and execute quality assurance checks
- Monitor performance of live client websites, troubleshoot technical issues, and offer courteous technical support to clients

Required Knowledge, Skills, Abilities

- Bachelor's or Master's degree in computer science or equivalent professional experience
- Practical experience in HTML5/HTML, CSS3/SASS, PHP, Javascript/JQuery/ AJAX/JS Frameworks
- Proficiency with Adobe XD and Figma
- Production experience with WordPress
- Solid understanding of navigation and GUI for ensuring usability
- Knowledge of code versioning tools including GitHub
- Quality assurance experience, attention to detail, bug issue creation
- 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 and ability to track time daily

Salary Range

\$58,500-63,000

According to ZipRecruiter, As of Aug 25, 2022, the average annual pay for a WordPress Developer in Pittsburgh is \$56,196 a year.

Other Important Bits

- Access to a dedicated office space in East Liberty to use as needed
- Group meetings and training sessions at the office may be required occasionally
- Paid holidays and paid time off
- Student loan repayment benefit
- Medical, dental, and vision insurance are available (50% paid by the company)
- Monthly expense stipend
- Commission opportunities and profit-sharing

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. Use the opportunity to be creative and clear.

Please include the following in your cover letter:

- Why did you choose to work in the field of web design and development?
- Why do you want to work at Shift and not somewhere else?
- Share with us a time when 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.

- Tell us about your experience with WordPress, particularly developing responsive layouts, developing custom themes and plugins, and working with custom post types.
- 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 an online web developer reference or resource? What problems were you solving? What solutions did you find?

We will respond to qualified applicants with the next steps.

DISCLAIMER

The above job description is not an exhaustive list of all the responsibilities of the position and in no way is it 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.

