

Senior Software Engineer, Impact Genome Project®

Background

Mission Measurement is a world leader in measuring social outcomes, helping companies, governments, foundations and nonprofits improve their return on investments in social change.

MM is currently developing the Impact Genome Project® (IGP), a breakthrough data system set to revolutionize the social sector by creating a way to predict the impact of any social program before it is funded. This enables funders and practitioners to optimize resource allocation of the over \$6 trillion spent annually on social programs (in the US alone), maximizing the ROI and impact of any government program, charitable grant, social program, sustainability effort, and corporate social responsibility initiative.

Please see our IGP introduction video here: <http://www.missionmeasurement.com/introducing-the-impact-genome-project/>.

MM is growing quickly, and we are seeking a dynamic, entrepreneurial, and forward-thinking developer and product manager for the role of **Senior Software Engineer**. This is a unique full-time opportunity for an individual interested in building a system and set of products that will enable funders, practitioners, and researchers alike to produce maximum social impact.

Position Overview

The Senior Software Engineer (SSE) will be the IGP's first full-time technical hire. The SSE will be responsible for strategy and development for all aspects of the Impact Genome Project's technology infrastructure. Of primary focus will be optimization and expansion of our existing data infrastructure, including database and various internal and external user interfaces. The SSE will oversee our external developer contractors and, eventually, help hire to bring key capabilities in house.

In addition, the SSE will partner with management to conceptualize and build the next generation of IGP-related product offerings for the market.

Given this a new role at MM, the SSE must be entrepreneurial with an affinity for innovation. As our team grows, the SSE will play a role in informing our long-term technology strategy and team structure.

Responsibilities

- Lead the development of our Impact Genome Project Interface (IGPi) – a tool used by our research team to create a comprehensive evidence base of social outcomes. This includes:
 - Understanding the functional needs of this research initiative
 - Working with and overseeing a team of contract developers to develop a flexible platform that meets the needs of multiple internal users (with different permissions and roles within the research project)
 - Working with the IGP's R&D leads to identify (then implement) systems improvements and/or new features that will improve efficiency or effectiveness of the R&D team
 - Rapidly resolving technical issues as they arise to minimize downtime of the IGPi
- Lead the development and launch of product improvements and/or new client products, working with IGP leadership and account teams to conceptualize new service offerings.
 - For example, our product roadmap includes a web portal to enable clients (with varying subscription levels) to access and use the IGP data
- Pioneer our efforts to innovate and improve our internal and market-facing technology capabilities and offerings
- Ensure the security of all IGP data, systems, and IP
- Oversee multiple development workstreams while effectively managing contingencies and interdependencies, and ensure that development work is completed on time, within the allocated budget
- Create and maintain appropriate technical documentation and manuals
- Lead efforts to hire and/or contract additional developers as needed to support the work

Qualifications

- Minimum of 5 years in programming role, product development experience a plus
 - Experience building analytical consumer or B2B web applications for non-expert users
 - Experience with data integration
 - Experience with effective data visualization, d3 a plus
 - Experience with machine learning, a plus
- Familiarity with the majority of the current technology stack
 - Proficiency in LAMP and JavaScript
 - Proficiency in HTML/CSS, and client-side scripting libraries. Understands what it takes to develop pixel-perfect HTML that is cross-browser and standards compliant and meets accessibility/disability requirements
 - Back end expertise
- Strong organizational skills and proven ability to manage multiple concurrent work streams
- Ability to lead multiple internal and external developers / developer teams
- Desire to interact with customers
- Passion for creating social impact
- Good business sense
- Efficient and creative problem solving abilities with leadership
- Ability to thrive in a fast-paced, entrepreneurial environment, including
 - Willingness to roll up sleeves and problem solve
 - Comfort flexing up and down as needed to get the work done
 - Passion for innovation; comfort with uncertainty

If interested, please send thoughtful cover letter and resume to Hiring Coordinator at impactgenome@missionmeasurement.com.