Backend Software Engineer

**Description**

**Who We Are:**

Persado is the only Motivation AI platform that enables personalized communications at scale to immediately inspire each individual to engage and act. Organizations that use Persado reach a tipping point in their ability to understand their customer, generating powerful, on-brand content and communications that drive value.

As an employer, Persado is committed to creating a place where everyone’s unique perspective is valued. We understand that our team members and our inclusive culture are what make Persado special. Persado is proud to be named on Fast Company’s World’s Most Innovative Companies list in 2020, Built In’s Best Places To Work in 2021 & 2022, and Comparably's Best HR Team in 2022.

**What You Will Work On:**

We are looking for a Backend Software Engineer based in Greece to join our expanding global team!

As a member of the Integrations team you will:

* R&D various integrations - Persado wants to Connect
* Enhance current systems on performance, flow, complexity
* Work on a Polyglot environments & APIs, with all tools supplied
* Discuss & decide with like-minded developers on solutions
* You join us, we invest in your career and your personal growth. Check out our Engineering job ladder

**What You Bring:**

* At least 2 years of working experience as a Software Engineer
* Experience in Ruby on Rails, Python/Flask or Node.js is required
* Solid understanding of web architecture
* Working experience with APIs is a huge plus
* Strong knowledge of database systems (relational, document based etc)
* Experience with Js/Ts & frameworks will be considered a plus
* Knowledge of Design Patterns will be appreciated
* Familiarity with testing frameworks will be considered a plus

**What We Offer:**

* Achieve your life goals and work goals at Persado.
* Persado’s hybrid working model empowers both remote and in-office work equitably!
* Competitive and equitable compensation
* Generous benefits packages globally
* 401k matching (USA); Pension Scheme (Certain EU locations) to prepare for your future
* We encourage professional growth through our dedicated enablement and training teams, as well as on demand tools and resources
* $1250 Employee Enrichment Fund to pursue a passion or upgrade your home office!
* Structured onboarding program to ensure a confident start and long-term success for new hires!
* Strong emphasis on career development and mobility, continuous feedback loops and performance management
* Flexible time off to support work-life harmony (including Summer Fridays)
* #PersadoCares! 2 paid Volunteer days per year and $100 charitable donation match
* Robust Diversity, Inclusion and Belonging initiatives; culture month celebrations, monthly diverse speaker series, commitment to bias-free recruitment, ERGs (#culture, #mindsmatter, #parents, #women, #green, #pride and growing)!
* Recognition, Rewards and Ideas to Action programs to recognize the contributions and impact of Persadoans across the globe!

Valuing diversity at Persado means recognizing and respecting human differences and similarities. Persado is committed to diversity with respect to all aspects of employment. All decisions regarding recruitment, hiring, promotion, compensation, employee training and development, and all other terms and conditions of employment, will be made without regard to race, religious beliefs, color, gender identity, sexual orientation, marital status, physical and mental disability, age, ancestry or place of origin.

Classification: Public