



Title: Web Developer
Department: Development
Job Req Opening Date: Oct 2021
Contact: mat@indowwindows.com 503-284-2260

Company: Indow is an award-winning Portland startup selling a new type of patented window insert. Our product was developed to save energy and reduce carbon emissions. The window inserts also have significant noise dampening properties to help customers enjoy peace and quiet even in noisy neighborhoods. We are experiencing healthy growth across the US & Canada and will expand to other countries down the road.

We offer extra paid time off for anyone taking alternative transportation to work or incorporating physical activity into their monthly routines. We have a Ministry of Fun, which organizes company get togethers, holiday events, and more; and a DEI Committee dedicated to maintaining a diverse, equitable, and inclusive environment at Indow. Impassioned ping pong matches were, until very recently, not uncommon. We value our team's health and safety and have innovated and shared COVID-19 workplace safety best practices, which you can view via www.CleanPractice.org. Our core values include constant learning and inclusivity. Everyone has a voice which they can share with anyone.

You: We are looking for a Web Developer who will help Indow thrive by building out our new website for easy purchasing of our custom product. Your goal will be to build pages that meet top tier performance ratings to maximize SEO. You will work closely with our Lead Developer and Creative Director to come up with pages that bring our visitors through an easy and efficient process with a modern design. You will be working with a collaborative team that is flexible in supporting how you work best, from where you work to when you work.

Key Responsibilities:

- Build site content pages for a better brand presentation and user experience, leading to a higher conversion and greater customer loyalty
- Strategically choose solutions that support efficiency in rendering, loading, and painting of the page on the full spectrum of devices and networks without sacrificing accessibility or UX
- Monitor and track system processing and performance indicators to ensure business requirements are being met
- Balance design aesthetics with accessibility, keeping WCAG guidelines front-of-mind while seeking opportunities to push the boundaries of the web as a medium
- Configure, design, and develop solutions including key integrations to 3rd party tools

Primary Qualifications:

- 3+ years of professional web development experience
- 2+ years of experience with Javascript
- Comfortable with Git
- Building web pages from scratch with clean code in with HTML, CSS & JS
- Focus on the readability & maintainability of your code



- Strong understanding of UI, cross-browser compatibility, general web functions and standards
- Ready to collaborate with a cross functional and dispersed team
- Experience with ecommerce preferred but not required
- Experience with Salesforce development (APEX) preferred but not required

What You Will Learn:

- How to build a robust custom product ecommerce platform and ordering system that integrates with Salesforce + in house order processing and manufacturing systems

Compensation & Benefits

- Salary \$70-74k (depending on experience), full benefits and stock options
- We offer flexible work plans. Remote or in office options are available. Occasional meetings at the office such as our quarterly company meeting.

Diversity Statement: Indow celebrates diversity and welcomes applicants from any race, color, religion, sex, sexual orientation, sexual identification, national origin, age, marital status, disability or veteran's status. We believe diversity, equity, and inclusion leads to more expansive and varied ideas, information, and perspectives, making us more creative and improving our decision-making power.

Indow Mission: We provide our customers with comfort and quiet while helping preserve the environment and historic buildings.

Send your resume and cover letter to: mat@indowwindows.com