



Job Title: Junior Software Developer

Description

Do you want to work with people who want to do good and make a difference while working at the most successful charity athletic event in the country? The Pan-Mass Challenge is seeking an early career Software Developer to join the PMC Staff to expand its small but impactful team. In this new position, you will be responsible for creating and supporting the software and systems that enable the PMC operations; from fundraising tools and payment processing, to the technology that manages our riders, volunteer and donor information, to the tools that support our cycling events. You will be joining a small team of experienced software developers who built the technology that underpins all aspects of the PMC and has enabled it to raise over a billion dollars since its inception in 1980.

This position requires:

- A minimum of 2-3 days/week onsite in the PMC office located at 77 4th Ave, Needham, MA. This is a hybrid Onsite/Remote job in an open office environment
- Availability the first weekend of August to work PMC Event Weekend supporting the technical needs of the event, engaging with riders and volunteers and basic event execution tasks
- Attendance at other PMC events and stewardship events

About the PMC

The Pan-Mass Challenge is a Massachusetts-based bike-a-thon that raises more money for charity than any other single athletic fundraising event in the country. Always held the first weekend in August, the PMC raises funds for the Dana-Farber Cancer Institute, a world leader in adult and pediatric cancer treatment and research.

Each summer, thousands of riders and volunteers from 43 states and 12 countries participate in the PMC, all with a common goal: to find a cure for cancer.

100 percent of all rider-raised funds go directly to cancer research and treatment at Dana-Farber Cancer Institute and its Jimmy Fund. Each year, the PMC is Dana-Farber's single largest supporter, with fundraising representing more than 60 percent of the Jimmy Fund's annual revenue. Since 1980, the PMC has raised \$972 million for Dana-Farber; in 2024, the PMC will exceed \$1 billion in lifetime funds raised.

The Pan-Mass Challenge staff are committed, working year-round to plan PMC weekend, the PMC Winter Cycle, PMC Unpaved, and PMC Kids Rides, plus other stewardship events, all of which support the PMC mission of attaining maximum fundraising efficiency while increasing the annual gift to Dana-Farber.

Qualifications

- 2-4 years prior experience as a software developer
- Ability to communicate effectively to technical and non-technical stakeholders
- Curious mind, eager to learn, and ability to adapt to a wide variety of technologies
- Willingness and ability to work with both backend and front-end parts of the stack
- Interested in building solutions: moving quickly, being data-driven, wearing multiple hats, and continuously learning



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- Strong sense of ownership and ability to drive projects end-to-end
- BS/MA in Computer Science/Engineering or Mathematics or equivalent work experience

Must-Have Skills

- Ability to efficiently write computer programs using **C#**
- Working experience with a breadth of our infrastructure, languages and stacks, specifically **.Net, C#, MVC Architecture**)
- **MS SQL Server** – experience/familiarity with
 - Stored Procedures
 - Replication
 - SSIS Packages
 - Triggers
- Ability to identify complex problems and review related information to develop and evaluate options and implement solutions

Nice to Have Skills

- Experience/familiarity with
 - Javascript
 - JQuery
 - Sencha
 - React
 - Bootstrap
- Experience writing end-to-end testing

Responsibilities

- Support software development covering the full stack (front-end and back-end)
- Investigate reported issues and drive to resolution
- Brainstorm with the technology team to conceptualize and build new features for highly impactful user experiences
- Participate in cross-functional team projects, work with stakeholders, and help shape the roadmap for future projects

Benefits

- Opportunity to be part of a mission-driven organization that raises more money for charity than any other single athletic fundraising event in the country as it strives to help end cancer
- In-person, with flexibility
- Chance to work with cutting-edge technologies and contribute to impactful projects
- Opportunity to work on both front-end and back-end development
- Possibility to shape the roadmap for future technology projects
- Benefits include employer-sponsored 401K plan with 7.5% employer contribution, health insurance (75% paid by employer), 100% employer-paid dental, short-term and long-term disability, life insurance. Paid time off consists of 15 days of PTO in the first year and 12 paid holidays and 40 hours of sick time.





Equal Opportunity Employer: The Pan-Mass Challenge is an equal opportunity employer and affirms the right of every qualified applicant to receive consideration for employment without regard to race, color, religion, sex, gender identity or expression, national origin, sexual orientation, genetic information, disability, age, ancestry, military service, protected veteran status, or other groups as protected by law.

