



Entry Level Backend Developer

Targeted Start Date: ASAP

Location: on site in Houston, Texas (this is not a remote position)

Immediate Supervisor: CTO

Company Background

PCS Software, Inc. is an AI platform for the transportation logistics marketplace providing the trucking industry's most effective transportation management platform (TMP) to improve fleet management and delivery systems and increase profits for our customers. Through innovation and invention, our software individualizes work routines, consolidates workflows, and streamlines management controls to improve accountability, transparency, and eliminate costly and redundant manual processes.

Trucking companies and freight brokers trust PCS to optimize their dispatch, accounting, and fleet operations. TL, LTL, Intermodal, and freight brokerage services use our TMP to automate operations, easily access information, and reduce inefficiencies to maximize sales and revenue. Founded in 1997 and located in Houston, Texas, PCS Software is the leading developer of hosted software solutions designed specifically for the ground transportation industry.

Job Description: Entry Level Backend Developer

PCS is looking for recent college graduates to join our team. As an entry-level backend developer you will be responsible for developing software features that drive backend processing within PCS Software's AI Transportation Management Platform. You will have the opportunity to contribute key programming deliverables as you gain experience in backend services such as database access, REST API's to support user interface actions, and various system maintenance services.

Role and Responsibilities

- Contribute towards development and design to our Transportation Management Platform and its features in a SAFe Agile environment.
- Experience developing new enhancements to help solve our client's problems and meet their expectations.
- Hands-on work with product owners and clients to create the best possible software experience.
- Collaborate with team members on architectural designs and code reviews.
- You should take organized ownership of your own work.

REQUIRED TECHNICAL EXPERIENCE

- Bachelor in Computer Science or equivalent with a GPA of 3.5 or higher.
- Experience coding JAVA in an application server environment.
- Practical experience programming in at least one high-level language such as Python, PHP, or JavaScript.
- Understanding of relational databases such as SQL Server or MySQL.
- Deep understanding of Object-Oriented Programming.
- Experience with wire formats such as XML and JSON.
- Experience with web services communication (HTTP, REST).
- Awareness of database design (SQLite) and data structures.
- Basic knowledge of Git or source control.
- Excellent verbal and written communication skills.
- Agile experience is a plus.
- Experience with Test-Driven Development is a plus.
- Familiarity with DevOps and continuous delivery is a plus.
- Must be enthusiastic, positive, and a creative engineer with the ability to inspire others.



Entry Level Backend Developer

SUCCESS FACTORS

PCS Software is a company of motivated employees from a wide range of industries and backgrounds working toward a common goal – the success of our customers in the ground transportation industry. Our team works together and challenges each other to bring new ideas to the table to achieve our mission. That is, to create the most effective transportation management system in the country at delivering process improvements that immediately result in operational efficiencies and revenue generation for our customers.

- At a personal and interpersonal level, we are looking for individuals who thrive and excel in teams and demonstrate big-picture thinking, willingness to explore new avenues, be persistent when things do not go well, and be committed to delivering and maintaining a high “Do/Say” ratio.
- Strong communication skills, both oral and written, at the technical and managerial level, are also key to success.
- PCS Software is a company of motivated employees from a wide range of industries and backgrounds working toward a common goal – the success of our customers in the ground transportation industry. Our team works together and challenges each other to bring new ideas to the table to achieve our mission. That is, to create the most effective transportation management system in the country at delivering process improvements that immediately result in operational efficiencies and revenue generation for our customers.

EDUCATION REQUIREMENTS

- Bachelor in Computer Science or equivalent with a GPA of 3.5 or higher.

WHAT WE VALUE

Our guiding principle at PCS Software is customer service. We believe that we are a customer service company that happens to make the best software in our industry. If you are driven to delight customers and treat every fellow employee with that same level of excellence and care, then we want to talk to you!

At PCS Software, we value our amazing culture over any skill that someone can offer. This is an amazing place to work and we work hard to offer our team members a creative, fun, educational, and challenging work environment every day and we constantly focus on not only the customer’s journey and experience with PCS Software, but our individual journey as employees and the overall team experience as well.

Why Join PCS?

PCS Software, Inc. rewards your hard work with amazing opportunities for career growth and personal development. If you want to be the newest member of a vibrant group of energized technology leaders in an innovative and entrepreneurial environment, then apply online today to start building solutions that customers will love to use and join a company that truly rewards your hard work and values your talented contributions. If you would like to compete for this highly sought-after position, please submit your resume to employment@pcssoft.com.

PCS Software, Inc. is considered one of the best places to work because of our competitive compensation plans, comprehensive benefits plan with 100% company paid medical, dental, and vision premiums for you and your dependents, 401k with a 4% match, generous PTO package, a truly creative and fun working environment, complementary food/beverages in the office, paid training and development opportunities, paid gym/fitness facility membership, employee recognition programs, and amazing opportunities for career growth and personal development.

Work Authorization



Entry Level Backend Developer

No calls or agencies please. PCS Software, Inc. will only employ those who are legally authorized to work in the United States. This is not a position for which sponsorship will be provided. Individuals with temporary visas such as E, F-1, H-1, H-2, L, B, J, or TN or who need sponsorship for work authorization now or in the future, are not eligible for hire.

This job description provides many examples of the types of responsibilities required but is in not intended to be a comprehensive list. The incumbent will complete other job responsibilities as needed which are not specifically described in this document.

PCS Software, Inc. is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to sex, race, color, religion, national origin, age, marital status, political affiliation, sexual orientation, gender identity, genetic information, disability, or protected veteran status. We are committed to providing a workplace free of any discrimination or harassment.

We thank all respondents for their interest in PCS Software, Inc. However, only those selected for an interview will be contacted.

To view additional information on PCS Software, Inc., please visit our website at www.pcssoft.com.