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## Software Development Engineer in Test (SDET)

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### **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.

We are a highly collaborative team of builders who invent new ways of working and have fun along the way. Join us!

### **The Opportunity**

PCS is looking for Software Development Engineers in Test (SDET) based in Houston, Texas. In this role, you will help build the automated test infrastructure for one of the fastest growing transportation management platforms! As a SDET, you will be responsible for:

- Designing test automation frameworks
- Understand existing code flow and its integration with various components and interfaces
- Design and implement tools to build, maintain, and operate test automation frameworks with a goal to simplify test development and performance testing
- Implement programmatic tests at varying scope (unit, component integration, system integration, performance, build different test scenarios, and acceptance tests)

### **About You**

- You believe in making a difference and doing the right thing for our customers, every day.
- You are an engineer who, above all else, is excited to build tools that ensure our customers get the best experience possible
- You transform quality standards into technical solutions
- You value simplicity, pragmatism, and have a bias for action to build products that bring value to QA and Engineering Teams
- You like to collaborate closely with QA and Engineering teams to prioritize business needs
- You are energized by tackling big problems and finding ways to solve them, using your knowledge and the inputs from a talented cross-functional team.

### **Success Factors and Responsibilities**

- You dive deep into what is happening, ask why (a lot), and seek to identify not just the easiest answer, but the best answer
- Hold a high technical bar by performing peer code and architecture reviews
- Own end to end delivery of software - through design, development, testing, instrumentation, and launch
- Demonstrate curiosity and an interest in learning new techniques and improving upon best practices to stay up to date with current and emerging trends
- You are comfortable with hands-on testing, developing automation, and establishing product engineering practices and standards

- Give and receive candid and constructive feedback
- Ability to work independently as well as in a team-oriented, collaborative environment with excellent interpersonal and communication skills and excellent relationship and collaboration with the team

### **Required Experience, Skills, and Education**

Bachelor's Degree in Computer Science (or related field)

- 3+ years as a Quality Automation Engineer, SDET, or Software Engineer
- Solid programming experience in one or more object-oriented languages such as Java, JavaScript, Python, or C#
- Previous experience with VB.Net
- Experience with unit test frameworks or other integration test frameworks (open source or commercial)
- Understanding of TDD, BDD, and data-driven test practices
- Familiarity with various test types and techniques including performance, scalability, security/pentest, and fuzzing
- For UI test automation, experience with Selenium and/or Appium
- Proficient in OOO design
- Experience writing creating automation framework and testing tools to support test automation
- Experience with Computer Science fundamentals in data structures, algorithms, and complexity analysis
- Ability to design reusable solutions
- Ability to understand technical requirements
- Strong knowledge of QA Methodologies and Testing Tools
- Knowledge of Industry Standards
- Excellent communication, collaboration, reporting, analytical and problem-solving skills
- Debugging/troubleshooting experience on performance and stability tools
- Experience with Continuous Integration
- Knowledge of Atlassian suite of tools (Jira, Bamboo, Confluence)
- Experience working in Agile teams (Scrum, Kanban)
- Familiarity with performance, scalability or security/pentest
- Familiarity with in-memory data store RDBS and/or SQL
- Knowledge of VM test environments and/or cloud-based computer environments

**Primary Work Location:** 2103 Citywest Blvd, Houston, TX 77042 This is not a remote role.

**Type:** Full-time employment

### **PCS Core Values:**

- **Initiative** – You take initiative as an owner and do not wait for direction to act.
- **Accountability** – You own all the actions and results associated with your job, including the by-product of your work at PCS.
- **Can-Do Attitude** – You believe in yourself and always demonstrate an achievable attitude.
- **Positive and Motivated** – You continuously radiate positive energy and raise the level of performance of those around you by keeping yourself and others positively motivated towards your daily, weekly, monthly, and yearly goals.
- **Say-Do Ratio** – Do what you say and say what you do. You constantly deliver results that match the words you speak. You then keep your promises to deliver on time or keep your peers and management updated to avert a crisis.
- **Integrity** – You are consistent and uncompromising in your strong personal and company values as well as ethical and business morals.
- **Honesty** – You are always truthful and transparent in your actions during the difficult times, not just the good times.

### **Why Join PCS?**

PCS Software, Inc. is the perfect combination of a fun work environment that 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](mailto:employment@pcssoft.com).

PCS Software, Inc. is also 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**

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 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.