



Engineering for Social Impact: Building Sustainable Careers

Building software that builds futures.

Level Up Your Career

We're Hiring!

OPEN POSITIONS:

- ✓ SOFTWARE ENGINEER
- ✓ PRODUCT ANALYST
- ✓ SOFTWARE DEVELOPMENT INTERN
- ✓ PRODUCT ANALYST INTERN

+ MORE ROLES AVAILABLE
SCAN THE QR CODE



Join our TEAM to
Accelerate the
Human Condition!

Closing the Opportunity Divide



We're not just building software:
we're accelerating the human condition.

Career Team tackles the stress and frustration of job hunting head-on, using technology to connect talent with opportunity.

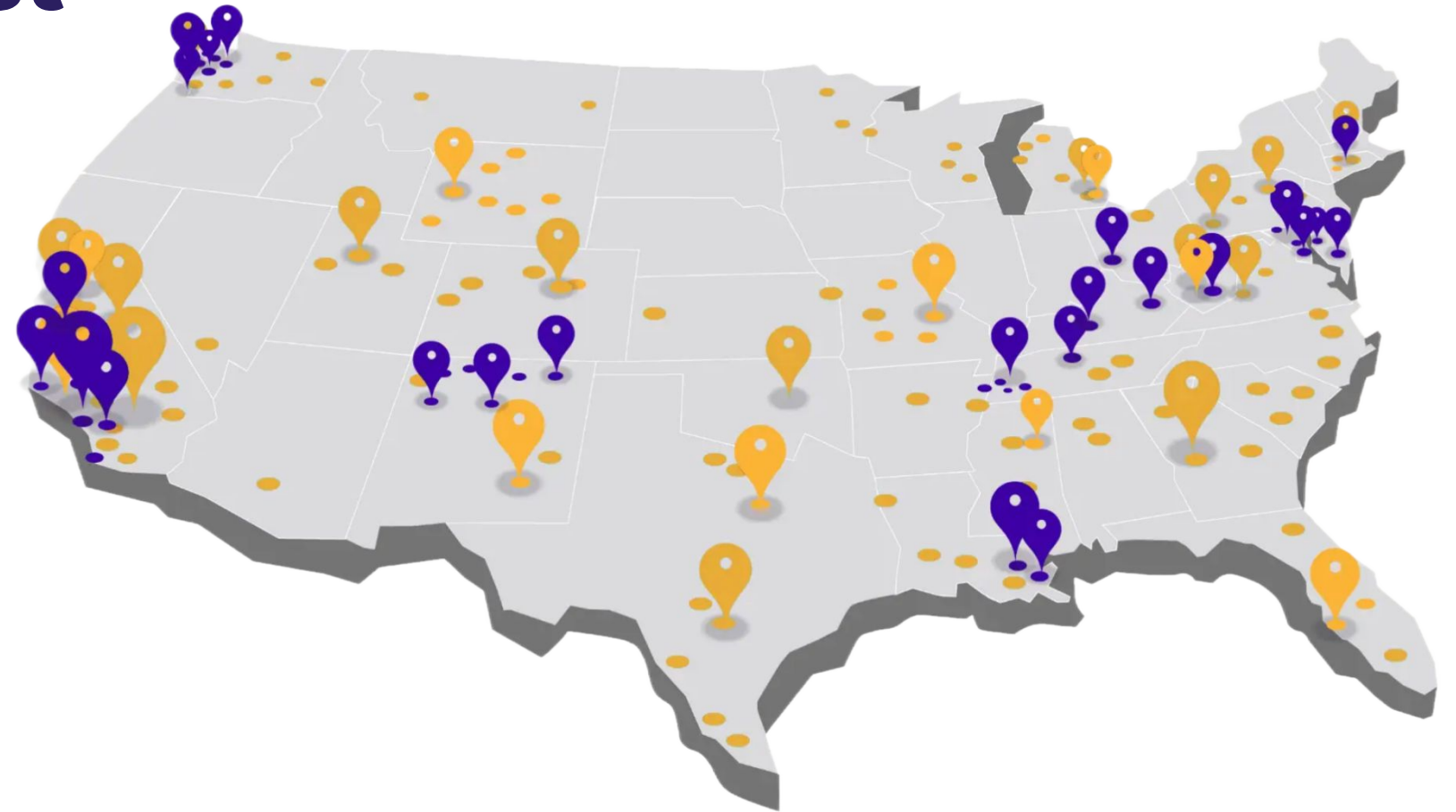
Our platform, **Career Edge**, powers hundreds of thousands of users and government workforce programs, transforming unemployment into employability through smart, accessible tech.



Serving Coast to Coast

Career Team has been serving job seekers and government organizations since 1996.

- Career Center Services
- Family Support Services
- Business Services
- Special Populations
- Career Pathways
- Workforce Software




1 MILLION+

Job Seekers
Served


500+

Campuses
utilizing Career
EDGE


43

Workforce
Centers


1

TEAM Mission

Closing the Gap:

Humanizing AI for Social Good

Guidance as a Right, Not a Luxury

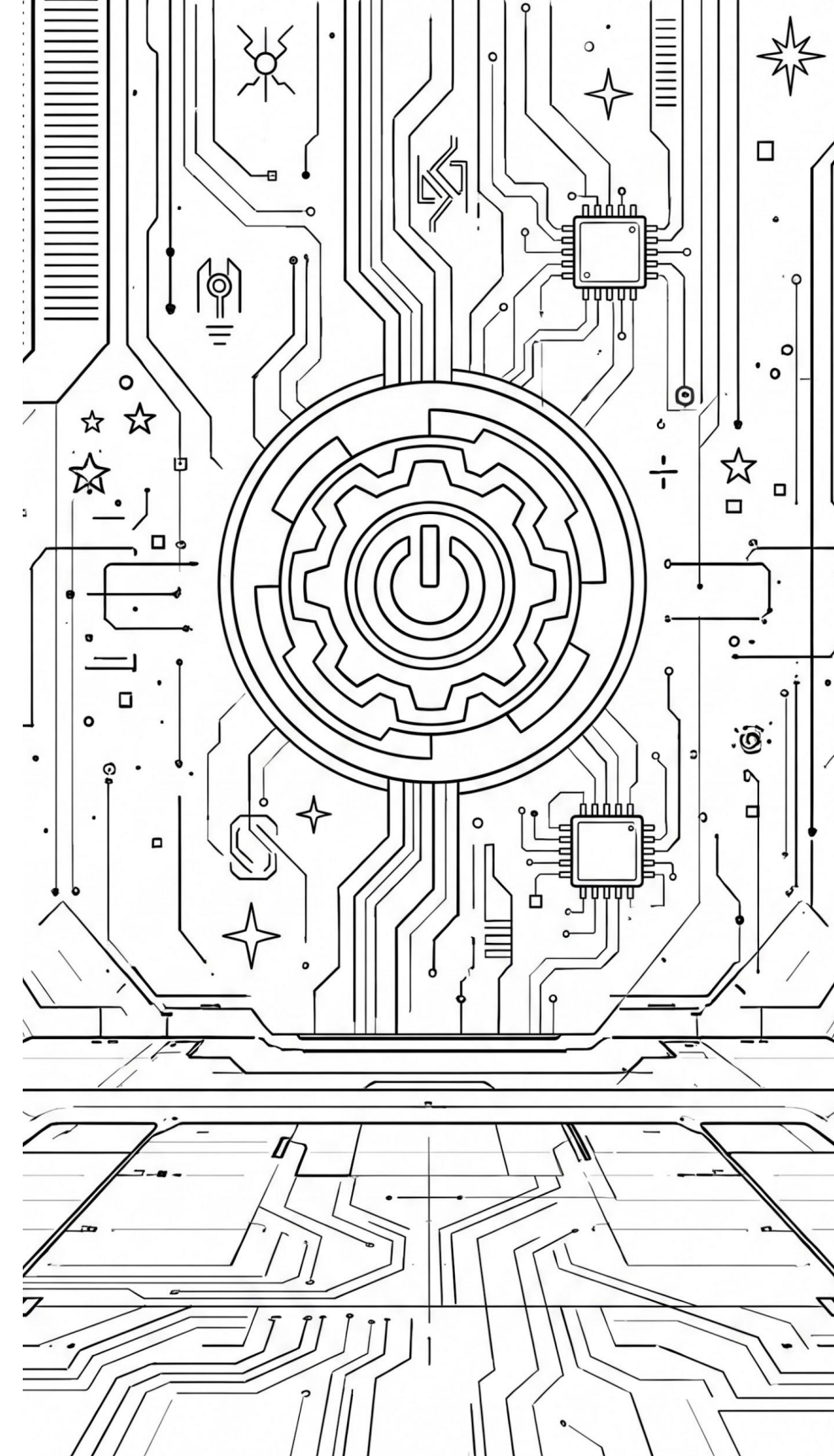
In many communities, professional career coaching is an expensive luxury. *Career Edge* uses AI to ensure high-quality guidance is accessible to everyone, regardless of background or zip code.

A Personalized Experience that Scales

Career Edge isn't just a tool, it's an adaptive mentor. It understands your unique strengths and career goals, providing real-time feedback that evolves as you do.

Your 24/7 Career Advocate:

Think of *Career Edge* as a mentor that never sleeps. It advocates for you and provides the "Edge" needed to turn an application into a career.



AI is Reshaping Job Hunting

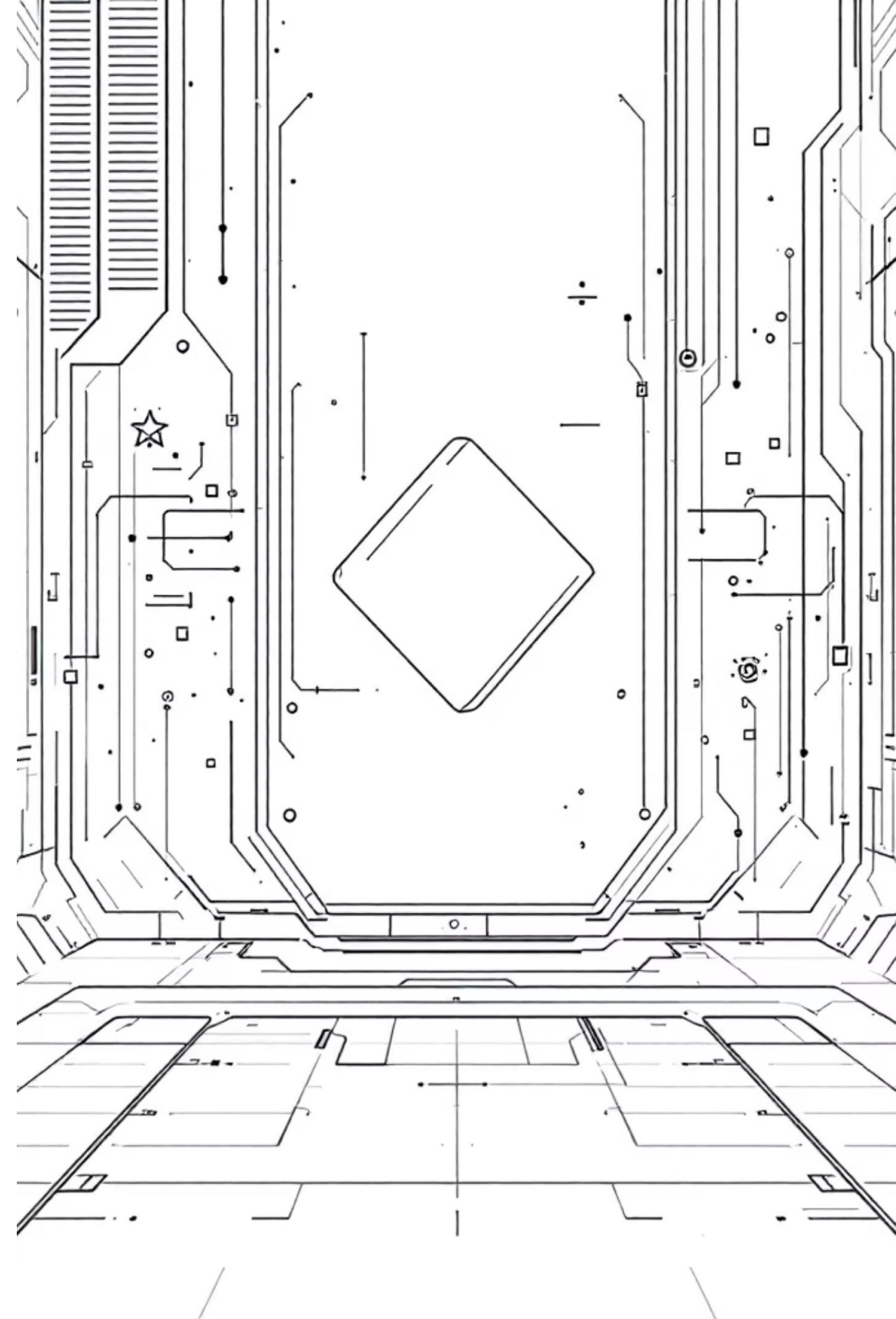
Traditional Job Hunting

- Generic resumes
- Generic cover letters
- Generic interview prep
- Hours of manual work

AI-Assisted Job Hunting

- Resume builder
- Custom cover letters
- Virtual interviews
- Adaptive career support

We integrate AI to automate the boring stuff and amplify what makes you unique. Think of it as a 24/7 career coach.



Building for “The Why”

1

Solve Friction, Not Just Features

Don't just build a "cool" AI wrapper. Identify a specific community bottleneck, like language barriers in healthcare or inefficient resource distribution, and use AI to remove that friction.

2

Measure Impact by the “Three A's”

Evaluate your project's success by its social footprint. Does it increase *Access*, improve *Affordability*, or provide *Automation* for people who need it most?

3

Sustainability Requires Quality

In the industry, a "useful" solution only stays useful if it is built to last. The winning project combines a high-impact solution with clean, maintainable architecture. *Software that helps people shouldn't be fragile.*



Using AI as a Multiplier, Not a Crutch

Logic Over Libraries

We don't hire "prompt engineers", we hire problem solvers. Don't let AI dictate your architecture. We value developers who understand foundational logic and can solve complex problems from first principles. *AI just helps us type the solution faster.*

Architecture > Automation

AI is a powerful tool, but it cannot replace a deep understanding of clean code and system design. At **Career Team**, we use AI to move faster, but we never rely on it to find the right solution. *The "Best" code is still the one you can explain and defend.*

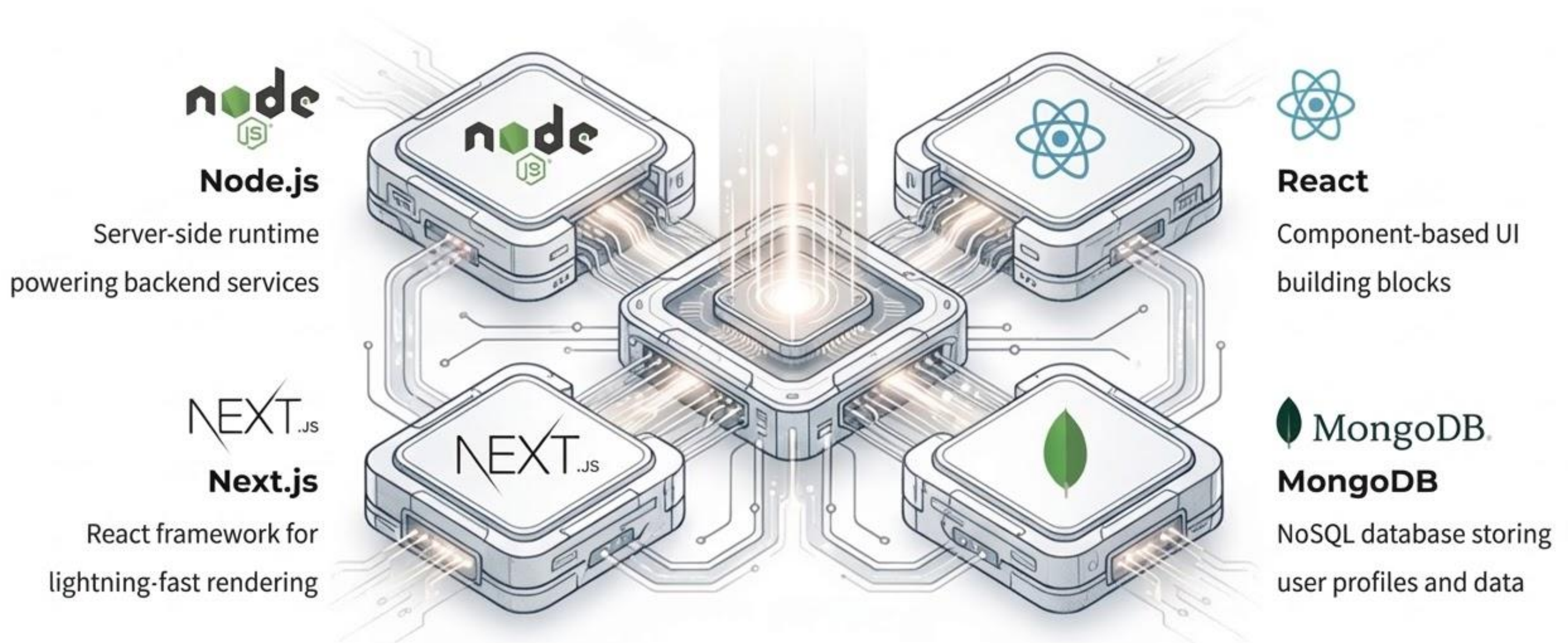
The Human-in-the-Loop

Our hiring is increasing, not decreasing with the advent of AI. AI has made the "Human Element" more valuable, not less. We look for engineers who use these tools to automate the boring stuff so they can focus on what matters.



Our Tech Stack: MERN

We're using the exact frameworks you're learning right now to serve hundreds of thousands of users.



Building Your Own "Career Edge"

Advice from someone who's been in your shoes:

01

Build in Public

Share your projects on GitHub. Write about your coding journey. Document the wins AND the struggles. Visibility creates opportunity.

02

Master the Fundamentals

Don't chase every new framework. Learn JavaScript deeply. Understand data structures. Build a strong foundation that lasts decades, not months.

03

Stay Curious

Read tech blogs. Watch conference talks. Join online communities. The best engineers are always learning. Curiosity compounds over time.



Tech skills get you the interview. Communication and problem-solving get you the job. Work on both.

The Intern Experience

1

You're a Developer, Not an Intern

The word "intern" is crossed out. You ship real features, fix real bugs, and contribute to production code from day one.

2

Active Mentoring, Not Shadowing

You'll pair program with senior engineers, get code reviews, and have weekly 1:1s. We invest in your growth because we want you to succeed.

3

No Stupid Questions Policy

Ask anything. We mean it. The fastest way to learn is to speak up when you're stuck. Curiosity is rewarded, not punished.



Engineering Culture: No Egos, Just Code

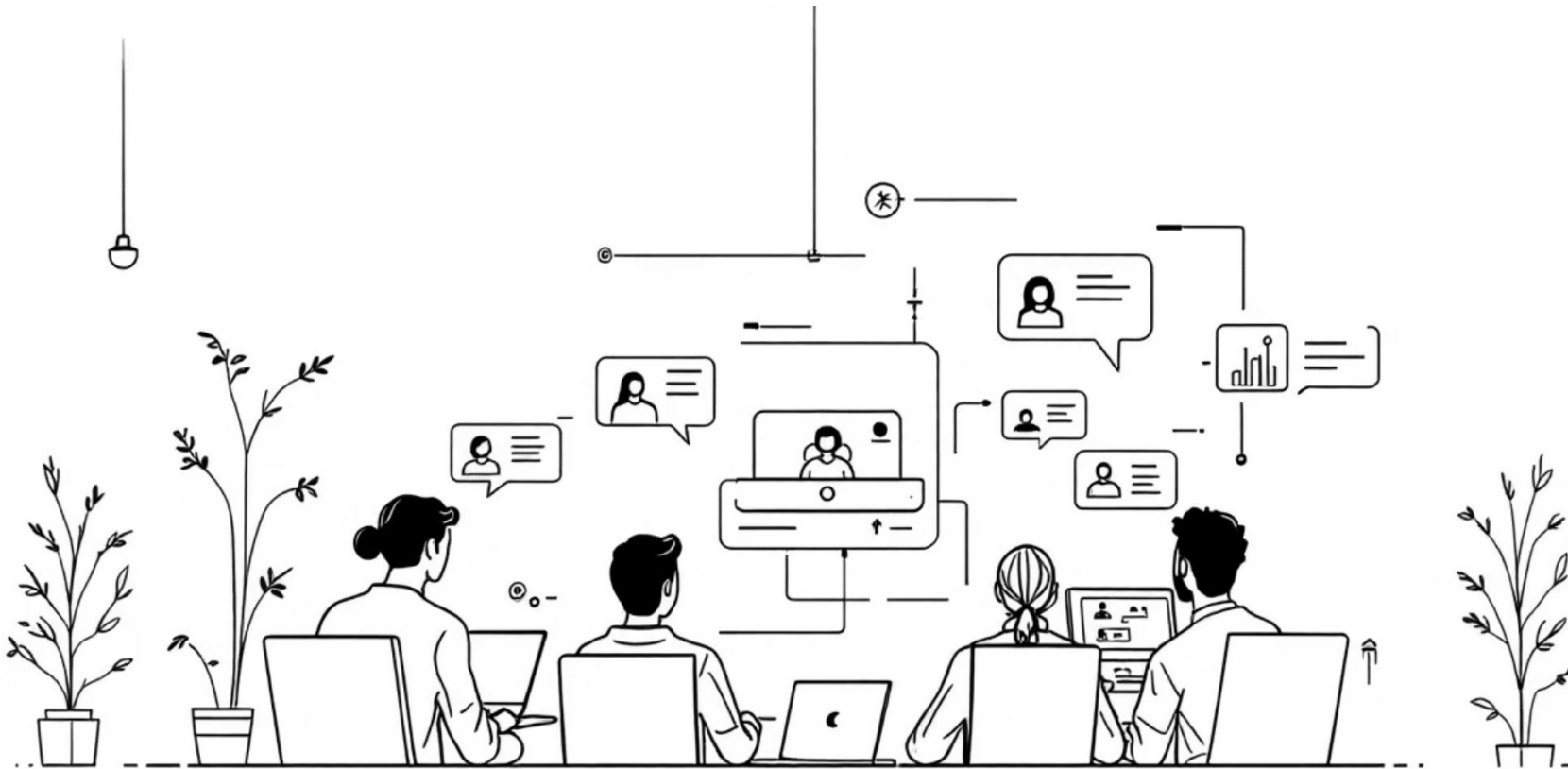


How We Work

- Remote-first
- Two-week sprint cycles
- Daily standups via video call
- Failing fast, learning faster

Our Philosophy

We care deeply about the *why* behind the code, not just the what. Every feature solves a real problem for real people. **Your work matters.**



Level Up Your Career

Join a team that builds software that matters.

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WHY CHOOSE US?

- ✓ FULLY REMOTE & FLEXIBLE
- ✓ EQUIPMENT PROVIDED
- ✓ MENTORSHIP FROM DAY ONE

IDEAL FOR:

 INTERNS | ENTRY-LEVEL | CAREER-SHIFTERS



SCAN TO APPLY:

DIRECT LINK TO OPEN POSITIONS:
[JOB-BOARDS.GREENHOUSE.IO/CTEPH](https://job-boards.greenhouse.io/cteph)



Get in Touch (Internship)

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For any questions or inquiries,

Feel free to reach out to our leaders



IDEAL FOR:



INTERNS



ENTRY-LEVEL



CAREER-SHIFTERS

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