

Career

From Code to Career: Inside a Modern Tech Team

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.

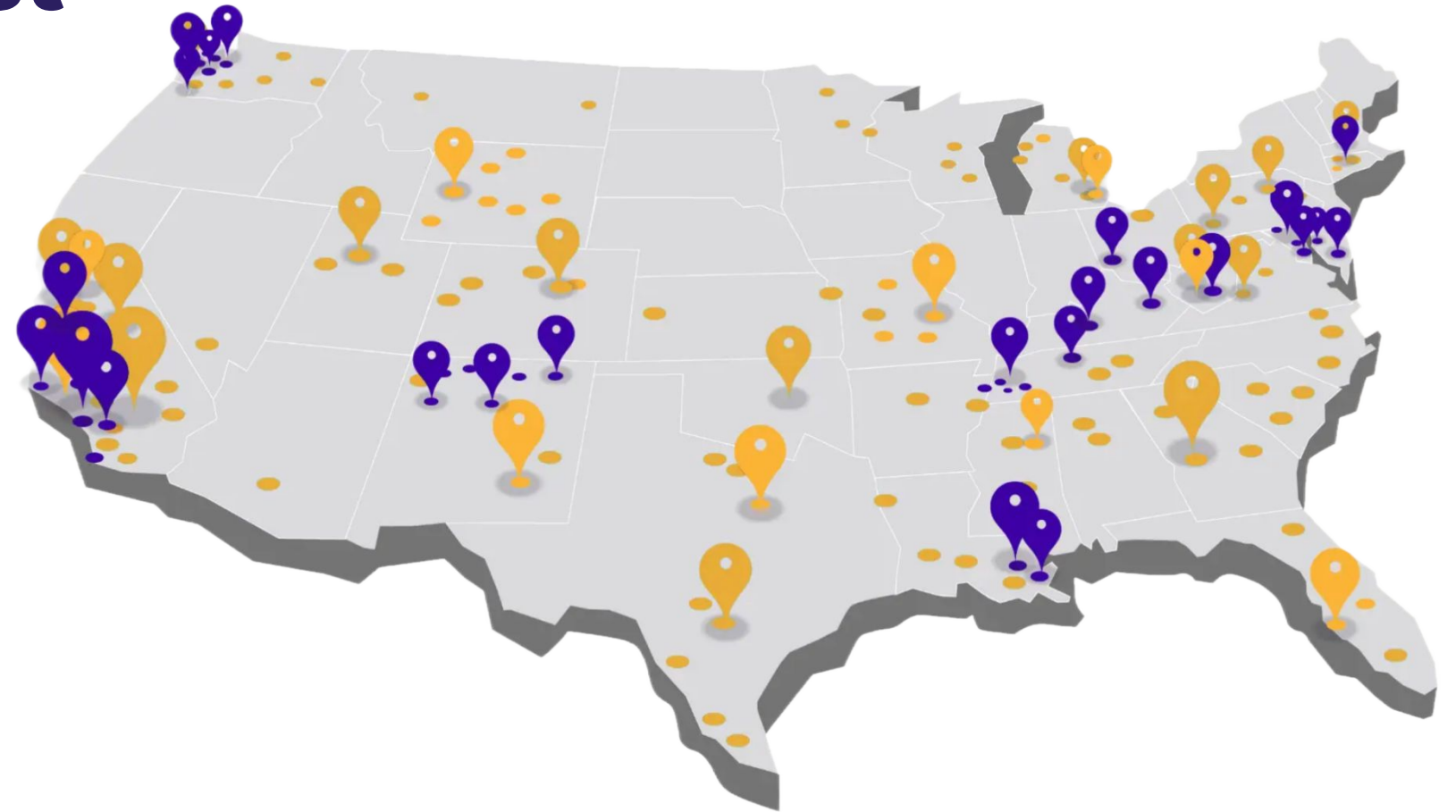
Our platform, **Career Edge**, powers hundreds of thousands of users and government workforce programs, transforming unemployment into employability through smart, accessible tech.



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

AI is Reshaping Job Hunting

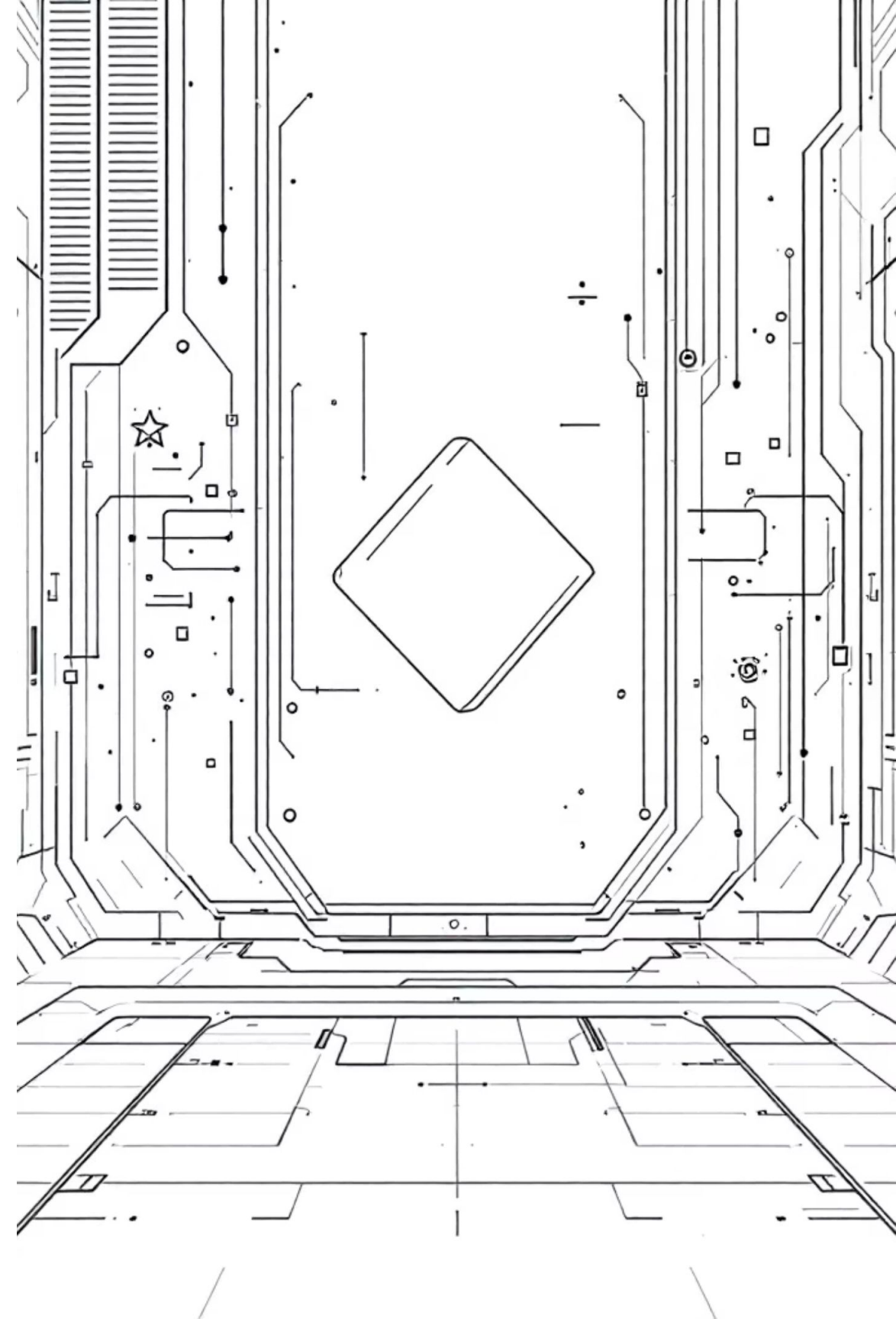
Traditional Job Hunting

- 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.



AI Tools in Software Development

Our Teams are encouraged to use AI tools in their workflows. We are not replacing engineers. *Our hiring is increasing, not decreasing with the advent of AI.*

Logic Over Libraries

We aren't looking for "AI-prompt engineers". We are looking for developers who are already smart. We hire for foundational logic and the ability to solve complex problems from first principles.

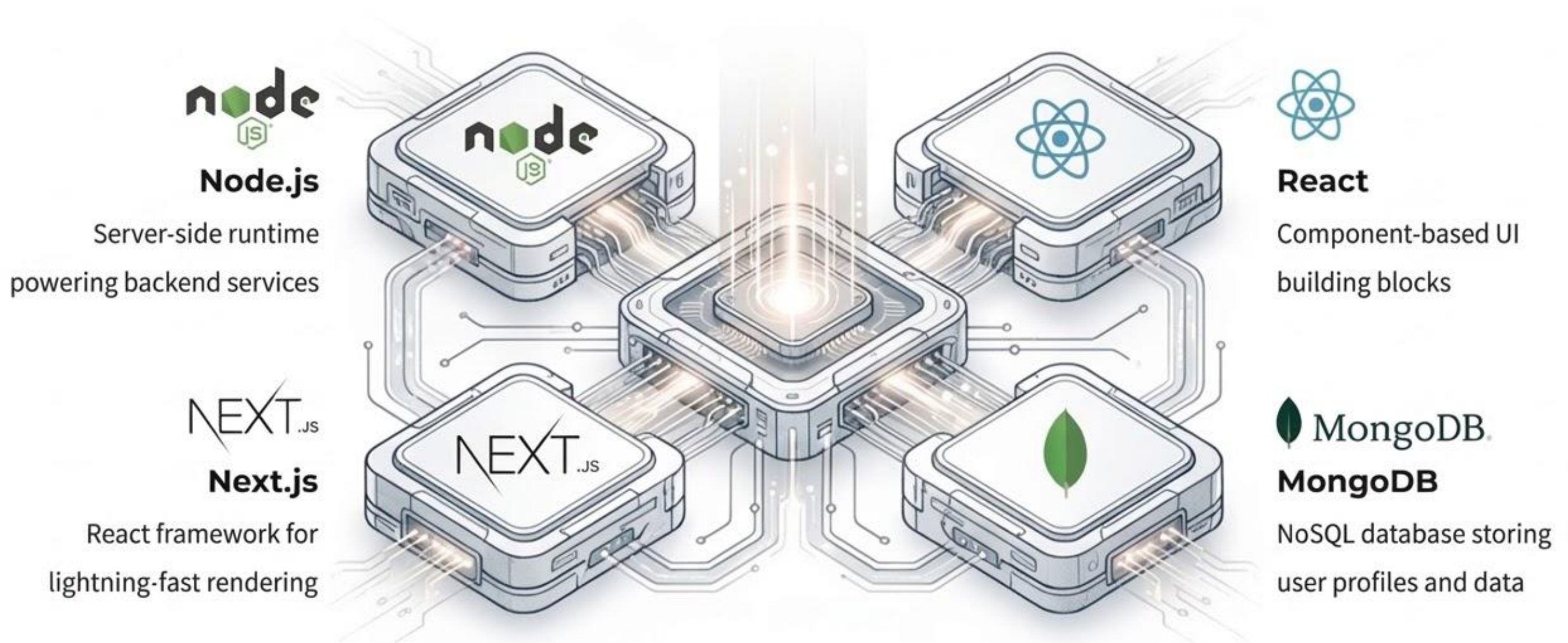
AI as a Multiplier, Not a Crutch

AI is a powerful tool, but it can't replace a deep understanding of architecture and clean code. We value engineers who use AI to move faster, but who aren't reliant on it to find the solution.



Our Tech Stack: MERN

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



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.



Career Progression & Rewards



Intern → Developer

Real projects, mentorship



Intern →

Product Specialist



Software Engineer

Own features, impact users.



Product Analyst



Senior/Lead

Technical decisions, guide teams.



Senior/Lead



Tech Leadership

Architecture, strategy



Product

Leadership

Plus: Competitive Salary, HMO, Leaves, Learning Opportunities, Performance Based Bonuses, and the satisfaction of building software that changes lives.



Engineering Culture: No Egos, Just Code

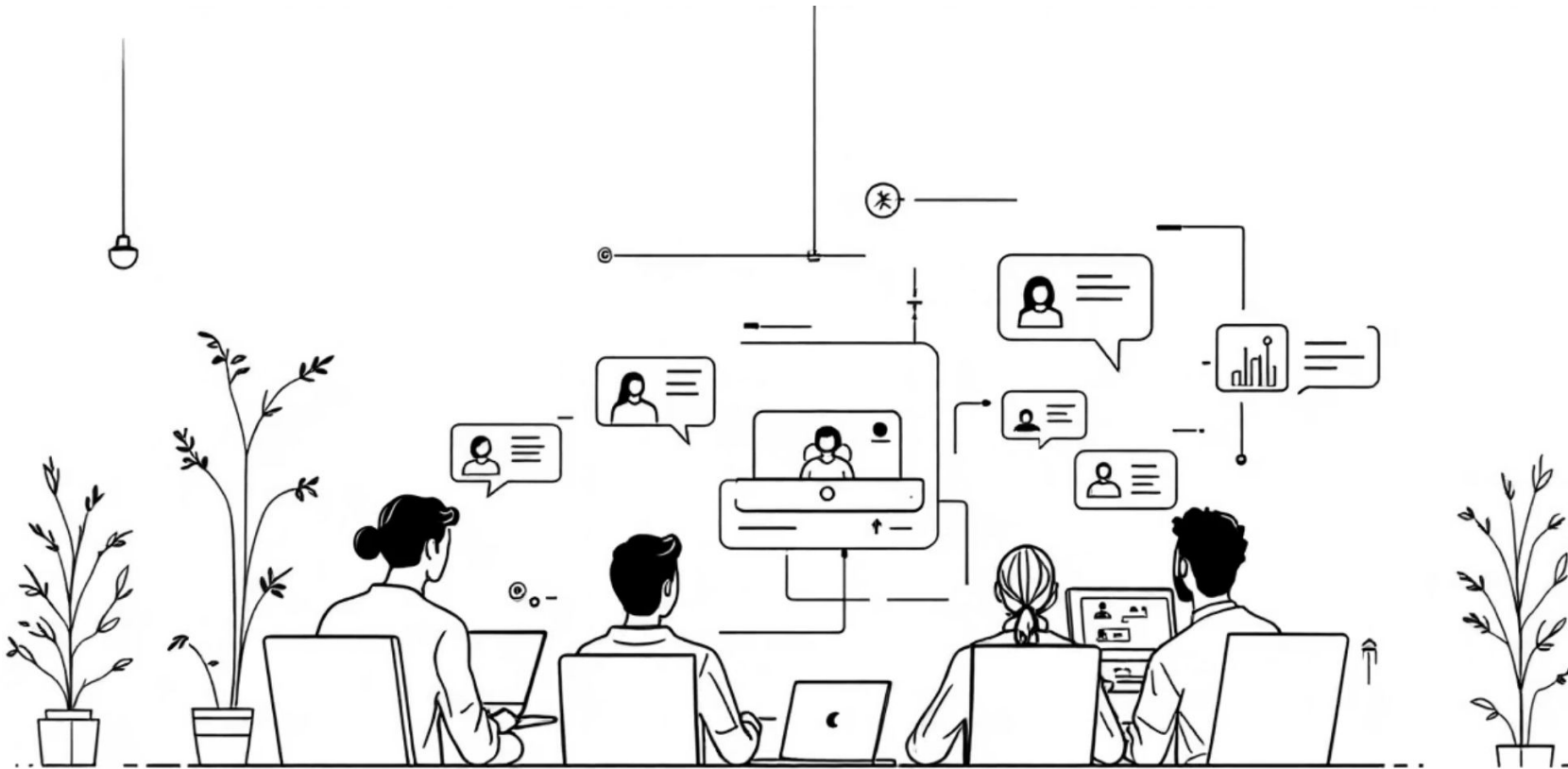


How We Work

- 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.**



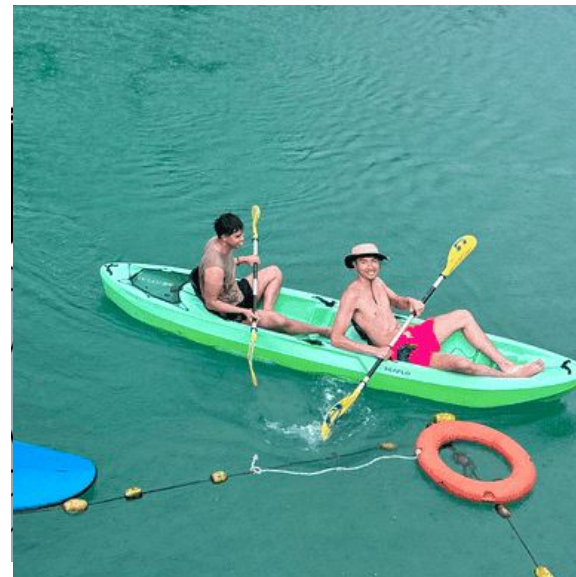
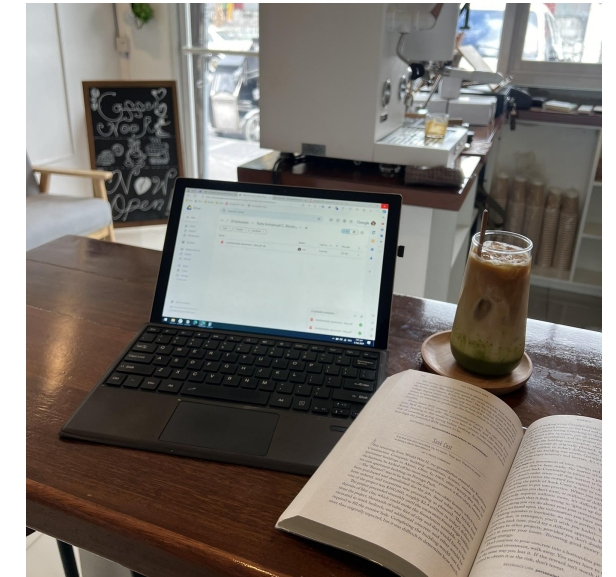
Remote-First

By removing the physical constraints of a traditional office, you gain a schedule that prioritizes true **work-life balance**.

Remote work allows our engineers to work from

- Beaches
- Coffee shops
- Co-working spaces
- The couch (no judgment)

Reclaim your time, and fuel your passions while staying productive on your own terms.



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.

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)





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Get in Touch

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For any questions or inquiries,

Feel free to reach out to our leaders

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IDEAL FOR:



INTERNS



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