

# FRONT END DEVELOPER

100% REMOTE (U.S. BASED) FULL-TIME TEAM MEMBER



## ARE YOU OUR NEXT WORDPRESS DEVELOPER?

At Lawyerist, we're guiding healthier small law firms by teaching lawyers how to run their business and connecting them with the tools and services their business needs most. We're pretty proud of what we're building, which includes a [top-ranking site](#), an [effective coaching program](#), high-performing [product pages for our partners](#), and more. We are hiring a single, dedicated developer to maintain and improve our website, which is one of the most critical assets of our business.

## KEY RESPONSIBILITIES & RESULTS

- **Manage our website built on WordPress.** Thousands of small firm lawyers visit Lawyerist daily to find our content, programs, and online tools to help them improve their law practices. Our site must be effective, optimized, stable, and fast and our in-house developer is in charge of maintaining and improving one of our most critical assets. We need someone who can troubleshoot problems, address critical and time-sensitive repairs as they arise while managing a long-term improvements roadmap.
- **Understand themes, plugins, and integrations.** Examples include, but are not limited to, WooCommerce, Gravity Forms, Zapier, and LearnDash. We don't need you to know all of our existing technology, but we expect you to have an eagerness to learn and the ability to do what it takes to get things done.
- **Be a strong team player:** You'll be a member of our Product R&D team. We outsource some design and development work, and manage some of it in-house, so you'll need to successfully coordinate work with outside vendors while scoping your own work. You'll need to be good at communicating internally and coordinating with outside teams.
- **Stay on track and self-manage.** There will likely be several projects on your plate at once and you need to be able to keep track of each of these and stick to the deadlines given. Familiarity with Agile methodologies is preferred.

## TECHNICAL SKILLS

- **Responsibilities:**
  - WordPress theme development (highly-custom theme using block editor)
  - WordPress site administration (Kinsta server with staging environment)
  - Adhere to in-house development practices & standards
  - Contribute to innovation and process



- **Qualifications:**
  - 2+ years of front-end or full-stack development
  - WordPress custom theme development
  - Working knowledge of HTML5, CSS3, PHP, and JavaScript (jQuery)
  - Knowledge of web best practices
  - Mobile-first development mentality
  - High attention to detail and desire to learn our internal process
- **Preferred:**
  - Experience optimizing WP sites for speed and performance (preferably using WP Rocket)
  - MySQL database knowledge
  - Experience with APIs and data integrations
  - Experience building custom plugins for WordPress
  - Experience with Advanced Custom Fields (ACF)
  - Design experience or knowledge of good design
  - Version Control
  - Local Development
  - Mac OS

## A LITTLE MORE ABOUT OUR TEAM AND VALUES:

We really like what we do, but think we should accomplish our work in 40 hrs/week so we can devote time to other things we really like doing. (Really. And we take vacations and actually check out).

We also all share a commitment to these core company values:

- **Build an inclusive community.** Focused on building an inclusive community of healthy small firm lawyers in your role. Consistently looking for ways our company can include, highlight, and serve people of all genders, races, orientations, and abilities.
- **Improve the system.** Understands how all of the business's systems are connected and impacted by one another. Consistently looks for ways for the team to work together holistically in a sustainable way. Routinely meets with other teams to learn how to best support their work and promote the company's opportunities, products, and offerings.
- **Create value.** Demonstrates an extraordinary understanding of our business, the work we do, and the value we ask in return. Consistently challenges the company to think strategically and look for ways to enhance our relationships with lawyers and partners.
- **Find the lever.** Looks for ways to accomplish more with less. Consistently questions the "why" behind jobs to explore if there are better ways to approach work rather than just completing tasks.
- **Grow as people.** Effectively manages team members and ensures that everyone on the team is learning, teaching, and progressing towards their professional and personal development goals. Looks for ways to grow professionally and personally.



## SOME DETAILS YOU PROBABLY WANT TO KNOW:

We're remote so we expect you to have reliable internet, a professional workspace, and the ability to travel for in-person meetings/conferences typically 1-2 times/year. We work 9-5 CT, M-F. This role is scoped to be full-time (40 hrs/week) but we are flexible and willing to consider applicants wanting part-time work (approximately 30 hrs/week). Benefits include a health allowance, retirement matching, profit-sharing, flexible vacation, and a great team of people you'll be proud to work with every day. Lawyerist is an equal opportunity employer and we value diversity. We see imposter syndrome as a sign of conscientiousness. If you're a minority and/or woman wondering if you're really qualified, you probably are, so please apply! Let's talk!

## APPLICATION PROCESS:

To apply, please submit each of the following to [jobs@lawyerist.com](mailto:jobs@lawyerist.com); with the subject line "[Full Name]: Application for WordPress Developer".

- **Responsive Resume** (in PDF format). We are reviewing your resume to determine the following:
  - Your skillset and how it would support you in your role as web developer
  - Outcomes and the effectiveness of your work
  - Your experience working on a team and managing projects
  - Your ability to problem-solve
  - Your ability to learn and grow personally and professionally
- **Link to your portfolio.** We'd like to see an example of your work. Please submit something that will demonstrate:
  - Your project's goal
  - The strategy you used
  - The results or outcome of your work
- **Video Cover Letter:** As a distributed team, we use video a lot. Instead of a cover letter, please prepare a 2-3 minute video introduction. We are not looking for anything professionally produced. [Loom.com](https://www.loom.com) is a free tool that will allow you to record yourself on your computer. We also aren't looking for you to be silly or overly dramatic (this isn't your Survivor casting video). In your video:
  - Introduce yourself to our team
  - Answer why you think you'd be great for our team and how you could help us with our website maintenance and ongoing development