



# Senior Software Engineer

**Reports to:** Chief Technology Officer  
**Location:** Hybrid / Ames, Iowa

**FLSA Status:** Exempt  
**Hours:** Full Time

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## About Bound

We believe an athletic director's job is one of the most critical in a community: to shape the lives and experiences of student-athletes. But as we listened, we learned that with dwindling budgets and growing responsibilities, they've had no choice but to spend more time managing logistics than leading their teams and programs. After countless conversations, we gained a deep understanding of their challenges, from handling transactions to managing schedules and tracking results.

This insight was the catalyst for Bound. We created an all-in-one platform to give ADs back their time. With our OneSchedule Technology at its core, our platform integrates essential tools like Activity Registration, Tickets and Passes, and 20+ additional solutions. Today, Bound empowers schools across the country to manage every aspect of their athletics and activities, all within a single, unified solution.

We're not just a software company; we are a team made up of former athletic directors, administrators, coaches, parents, and fans. We all share one core belief: in the power of youth sports and activities to positively impact communities and the people who live in them.

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## About the Role

As a key member of our engineering team, you'll be hands-on in building and scaling new capabilities across our platform—from core features to devops practices. You'll take ownership of key systems, contribute to forward-looking architectural decisions, and help shape the foundation of our tech stack as we grow.

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## Key Responsibilities

- **Lead** the design and implementation of complex features and systems across Bound's platform.
- **Own** projects from discovery through delivery, collaborating with product, design, and stakeholders.
- **Mentor** and support a team of engineers through code reviews, pairing, and technical guidance.

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- **Write** clean, maintainable, and well-tested code across backend, frontend, and supporting services.
- **Influence** architectural decisions to ensure scalability, reliability, and long-term maintainability.
- **Collaborate** with product managers to shape technical approaches, estimate work, and define milestones.
- **Improve** engineering standards, tooling, and processes to increase team velocity and code quality.
- **Participate** in on-call rotation and incident response, contributing to a culture of ownership and learning.
- **Review** pull requests and promote best practices around performance, security, and reliability.
- **Advocate** for the user—balancing speed, quality, and long-term impact in technical decisions.

## Feature Development & Product Engineering

At Bound, we've built a platform that powers the backbone of youth sports — and we're just getting started. There's so much more we can do, and we're looking for an engineer who loves to build things that matter:

- You'll dive into a mix of enhancing our most-loved features and dreaming up what comes next. This means:
  - Powering our fintech systems with smooth, reliable payment flows.
  - Enhancing our public-facing next-generation app and website.
  - Leveling up our student-athlete profiles and stats, making them smarter and more useful for coaches, recruiters and families.
  - Expanding tools for facility management that streamline logistics for everyone.
  - Building out our next big feature like an official assignor tool or a Facebook-messenger-like tool for AD's, coaches, student-athletes and families..
- You won't just be handed specs — you'll collaborate closely with product and design to bring high-impact ideas to life, across web and mobile. Whether it's polishing an MVP, scaling a feature to thousands of teams, or coming up with something brand new, you'll be a big part of how Bound evolves.

## Performance, Security & Reliability

We care deeply about performance and stability — for the kids using Bound and the staff supporting them behind the scenes. You'll help our team:

- Monitor and optimize system performance across services, databases, and infrastructure.
- Implement robust alerting, monitoring, and logging systems to ensure uptime and incident visibility.
- Promote and enforce security best practices across infrastructure and application layers, aligning with industry standards including SOC-2.

## Cross-Team Collaboration

This is a collaborative, product-driven team where everyone's voice matters. In this role, you'll:

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- Work with product managers, QA, and stakeholders across departments to ensure technical alignment with business goals.
  - Engage in technical planning, estimation, code reviews, and mentorship within the team.
  - Collaborate with external vendors and evaluate third-party tools for strategic fit and integration.
  - Help grow our engineering team and mentor junior engineers as Bound continues to scale.
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## Required Qualifications

- 6+ years of professional software development experience.
  - Strong experience building and maintaining production web applications.
  - Proficiency in backend development (C#, Python, Node.js).
  - Experience with modern frontend frameworks (React, Vue, or equivalent).
  - Solid understanding of relational databases and data modeling.
  - Experience working with cloud infrastructure (AWS preferred).
  - Proven ability to lead projects and mentor less-experienced engineers.
  - Strong communication skills and comfort working cross-functionally.
  - Ability to work multiple days per week in the home office, Ames, IA, United States.
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## Preferred Qualifications (Nice to Have)

- Experience in fintech, payments, or transactional systems.
  - Familiarity with Kubernetes, Docker, or container orchestration.
  - Experience in a SaaS or multi-tenant platform.
  - Prior work in education, sports, or community-focused products.
  - Experience contributing to SOC-2 or similar compliance efforts.
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## Who You Are

- You thrive in an entrepreneurial environment where ideas move quickly and ownership matters.
  - You enjoy mentoring others and helping teammates grow technically and professionally.
  - You balance pragmatism with craftsmanship—knowing when to move fast and when to slow down.
  - You communicate clearly, ask good questions, and value collaboration.
  - You care about building software that genuinely improves people's lives.
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## Work Hours & Flexibility

Bound does not operate on a traditional “routine” workweek. When work needs to be done, we collaborate to get it done — whether that’s in the morning, afternoon, evening, or occasionally on weekends.

At the same time, Bound supports flexibility for personal needs, family events, appointments, and time to recharge. Employees are trusted to manage their schedules while meeting deadlines and delivering high-quality work.

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## Work Location

Bound supports remote and hybrid work. This role requires at least one day per week in the office, with additional in-office time as needed to support collaboration, planning, and team development.

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## Physical Requirements (Essential Job Functions)

- Ability to remain in a stationary position for extended periods while working at a computer or performing other desk-based tasks.
  - Ability to lift or move items up to 10–15 pounds, such as laptops, office supplies, or small packages.
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## Why Join Bound?

### Bound Core Values:

- **Moments Matter** – We work for moment creators.
- **Hands On. Hands In.** – We live these problems and live to solve them.
- **You Are Unusual** – Everyone was given remarkable gifts. We want to see those in action.
- **We Figure It Out** – We don’t dwell on a problem or issue, we work together and figure it out.
- **Learn It Alls** – We are learn it alls, not know it alls

### Benefits:

- Flexible work hours
  - Unlimited PTO
  - 11 Holidays annually
  - Retirement savings - up to 3% match
  - Medical, dental and vision with employer contribution
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## How to Apply

To be considered, please complete the application at the following link:

<https://forms.gle/ELtGGeJQziXGKNZ89>

*Bound is an equal opportunity employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, or any other protected status.* Bound is committed to providing reasonable accommodations to qualified individuals with disabilities. If you need an accommodation during the application or interview process, please contact us.

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