

Ruby on Rails Developer

Backend

Startup

SMB

[Company Name] is hiring a Ruby on Rails Developer to build, maintain, and scale our web application. You will work across the stack, from database models to API endpoints, shipping features that directly impact our users. This role suits developers who value clean code, convention over configuration, and rapid iteration.

Key Responsibilities

- Develop and maintain features in a Ruby on Rails monolith or service-oriented architecture
- Design and build RESTful APIs consumed by frontend and mobile clients
- Write database migrations, optimize queries, and manage ActiveRecord models
- Ensure code quality through testing with RSpec or Minitest
- Collaborate with designers and product managers to ship user-facing features
- Troubleshoot and resolve production bugs and performance bottlenecks
- Participate in code reviews and contribute to engineering standards

Required Skills & Experience

- 3+ years of professional Ruby on Rails development
- Strong understanding of MVC architecture and Rails conventions
- Experience with ActiveRecord, database migrations, and SQL optimization
- Proficiency with testing frameworks (RSpec, Minitest, or Capybara)
- Familiarity with background job processing (Sidekiq, Resque, or DelayedJob)
- Experience with RESTful API design and versioning
- Comfortable with Git and collaborative development workflows

Nice-to-Have

- Experience with frontend technologies (Hotwire, Turbo, Stimulus, or React)
- Familiarity with containerization (Docker) and CI/CD pipelines
- Experience scaling Rails applications (caching, load balancing, read replicas)
- Knowledge of Ruby metaprogramming and gem development
- Experience with GraphQL in a Rails context

Tech Stack

Ruby

Rails

PostgreSQL

Redis

Sidekiq

RSpec

Hotwire / Turbo

Docker

Heroku / AWS

What We Offer

- Competitive salary and equity package

- Flexible remote or hybrid work arrangement
- Health, dental, and vision insurance
- Annual learning and development budget
- Generous PTO policy

Interview Process

1. Recruiter phone screen (30 min)
2. Technical phone screen: Ruby and Rails fundamentals (45 min)
3. Take-home coding exercise: build a small Rails feature (2-3 hours)
4. Live code review and pair programming session (60 min)
5. Culture and team fit interview (30 min)