

Senior Frontend Engineer

Frontend

SMB

Enterprise

We are hiring a Senior Frontend Engineer to drive the frontend architecture at [\[Company Name\]](#) and raise the bar for our UI engineering practices. You will own complex features end-to-end, mentor other engineers, and influence technical direction across teams. This is a high-impact role for someone who combines deep frontend expertise with strong communication and leadership skills.

Key Responsibilities

- Lead the design and implementation of complex frontend features and systems, setting architectural patterns for the team
- Mentor and coach junior and mid-level frontend developers through code reviews, pair programming, and technical guidance
- Define and champion frontend best practices including testing strategies, performance budgets, and accessibility standards
- Collaborate with product managers, designers, and backend engineers to shape technical roadmaps and project plans
- Drive migration and modernization efforts such as adopting TypeScript, upgrading frameworks, or introducing a design system
- Investigate and resolve production performance issues, including rendering bottlenecks and memory leaks
- Evaluate and introduce new tools, libraries, and patterns to improve developer experience and code quality

Required Skills & Experience

- 5+ years of professional frontend development experience with at least 2 years in a senior or lead role
- Expert-level knowledge of React (or equivalent modern framework) including advanced patterns like compound components, render props, and custom hooks
- Deep TypeScript proficiency including generics, utility types, and type-safe API integration
- Experience designing and maintaining component libraries or design systems at scale
- Strong understanding of frontend performance optimization (code splitting, lazy loading, memoization, virtual scrolling)
- Proven track record of mentoring engineers and improving team processes
- Experience with CI/CD pipelines, automated testing strategies (unit, integration, e2e), and monitoring tools
- Excellent written and verbal communication skills for technical documentation and cross-team collaboration

Nice-to-Have

- Experience with micro-frontend architectures or monorepo tooling (Nx, Turborepo)

- Background in building real-time applications (WebSockets, Server-Sent Events)
- Knowledge of GraphQL client libraries (Apollo, urql, Relay)
- Experience leading a frontend guild, writing RFCs, or driving ADRs across an organization
- Familiarity with Web Workers, Service Workers, or PWA patterns

Tech Stack

React

TypeScript

Next.js

GraphQL

Tailwind CSS

Storybook

Playwright

Nx or Turborepo

Datadog or Sentry

Git

What We Offer

- Competitive salary, equity, and performance bonuses
- Flexible remote-first work environment with optional office access
- Comprehensive health, dental, and vision coverage
- Annual conference budget and dedicated learning time
- 401(k) match and generous PTO policy
- Direct influence on **[Company Name]**'s technical direction and engineering culture

Interview Process

1. Recruiter phone screen (30 min) — background, motivations, and compensation alignment
2. Hiring manager conversation (45 min) — technical depth, leadership experience, and team fit
3. System design round (60 min) — design a frontend architecture for a real-world scenario
4. Live coding or code review round (60 min) — solve a problem or review and improve existing code
5. Cross-functional interview (45 min) — collaboration style with product and design stakeholders
6. Offer, references, and team meet-and-greet