Job Title: Full Stack Software Engineer
Location: Lahore, Pakistan
Company: Pep Boys USA (Leading Automobile MNC based in the USA)
Job Timings: USA Eastern Standard Time

Overview

Digital is at the core of what we do at **Pep Boys**. Our customers, who know Pep Boys as a leading provider of automotive service, are demanding richer digital experiences to complement the automotive repair services we provide. The Full Stack Software Engineer will be a critical part of our team as we embark on a digital transformation of how we engage with our customers, employees, and business partners. We are looking for an individual who is looking for their next challenge and wants to drive change across our entire customer-facing technology stack. Our perfect candidate is a leader, curious, lives to roll up their sleeves, an energetic team player, and wants to be in on the ground-floor of a major digital transformation. This person will be instrumental in setting development standards and ensuring that they set the gold standard in consistent, quality development and sets the bar for the rest of the team.

The **Full Stack Software Engineer** will work with a team of Software Engineers supporting the maintenance, enhancement, and refactoring of store and corporate systems. They will leverage their expertise to promote a shift left, agile development model.

The right candidate will not be satisfied with the status quo and will constantly look for ways to improve the quality and efficiency of the team.

Pep Boys Service has over 10,000 associates, 20 distribution centers and over 1,000 corporate locations. In addition, the company supports more than 530 independently owned stores and over 2,400 independently owned service centers across the nation. Pep Boys Service is owned by **Icahn Enterprises L.P.** ("Icahn Enterprises"; NASDAQ: IEP).

Duties and Responsibilities

- Build the front-end of applications through appealing visual design.
- Build features and applications with a mobile responsive design.
- Create security and data protection settings within software solutions.
- Contribute to management of feature backlog, including prioritization, and release/sprint planning.
- Design client-side and server-side architecture.
- Develop and manage well-functioning applications and databases.
- Write effective and performant APIs.
- Primary driver of technology roadmap to ensure that our solutions are always looking forward and taking full advantage of what the frameworks, technologies, and languages have to offer.
- Drives many new initiatives in our systems to deliver new multi-device capabilities to our end users in our stores, service bays, and customers online.
- Work with development teams and business stakeholders to ideate software solutions.
- Work with business analysts and quality assurance to improve software.
- Work with continuous delivery, development, and integration solutions. (e.g., AWS CodePipelines)
- Work with cloud infrastructure and solutions. (e.g., AWS Containers, Cognito, ECS, Lambdas, etc.)
- Will embrace full-stack development and can flex between various frameworks to deliver end to end solutions.
- Will analyze existing systems and capabilities to architect modernized solutions following the teams "cloud first" approach.
- Will architect broad, well thought out solutions that anticipate future needs.

- Will become subject matter expert on all layers of the application stack from front end to back end, to database as well as cloud infrastructure.
- Will strive to improve overall team code quality through vigorous code reviews, process improvements, and both manual / automated unit and functional test efforts.
- Will champion DevOps best practices to continuously improve the rigor and automation of code delivery and unit testing.
- Will ensure quality solutions / code is delivered on time and with a target of zero defects.
- Will be measured and held accountable for individual performance on a periodic basis.
- Work with several teams to knowledge share and drive change across multiple technology segments.
- Act as a mentor to other junior level developers by sharing development best practices; leading development team solutions design and promoting knowledge sharing.
- Test software to ensure responsiveness and efficiency.
- Troubleshoot, debug, and upgrade software solutions.
- Write technical documentation.

Qualification & Experience:

- Bachelor of Science in Computer Science or equivalent.
- 10+ years of software development experience.
- 7+ years using cloud-based platforms to deliver scalable and resilient solutions.
- Proficiency with front end frameworks such as Angular, React.
- Proficiency with server-side languages such as Java and NodeJS.
- Proficiency with server-side frameworks such as Spring Boot.
- Deep working knowledge of Java, Spring.
- Solid background in OOP, Object, and data modeling.
- Knowledge of Spring Framework, Spring MVC, Spring Boot, and Hibernate / JPA.
- You feel comfortable writing software on one or more programming languages.
- Working knowledge on CI/CD DevOps processes and firsthand experience taking legacy build process and implementing CI/CD.
- Experience deploying code using containers such as Docker.
- Expert using HTML, CSS, Bootstrap, JavaScript.
- Expert in software engineering principles, design patterns, and enterprise product development practices.
- Expert in domain driven design, event driven design, RESTful services, authentication / authorization, API best practices.
- Expert familiarity maintaining a developing Microservices Architectures.
- Expert in NOSQL (MongoDB, DynamoDB) and relational databases. (e.g., Oracle, DB2, MYSQL, Aurora)
- Expert in Open-Source packages for common capabilities. (e.g., log4j, Quartz, ActiveMQ)

Knowledge, Skills, and Abilities

- Strong communication skills.
- Must have the ability to work in an agile development environment.
- You are self-starter and enthusiastic personality.
- You are not afraid to learn new things and dive into systems that may lack proper documentation, requiring code crawling, debugging, and working with SMEs.
- You can work well both independently and as a team member.

- You will collaborate with partner teams in defining delivery and come to the table with ideas that may have not been specifically requested for the betterment of a solution.
- You will collaborate with other engineers and ensure lean engineering practices are followed in software development.
- Familiarity with 360 commerce / Oracle Retail point of Sale (ORPOS) a plus.

We are an equal-opportunity employer, offering competitive market compensation and excellent career progression opportunities. Interested candidates may apply by emailing their CVs and a cover letter (include your current and expected compensation requirement) to talent.os@wphome.com on or before 10th April 2024. Please mention the position applied for in the subject line, only shortlisted candidates will be contacted.