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Software Developer

Team	Hub Offices	Remote Options	Apply
Engineering	Dublin	N/A	

Clio is more than just a tech company—we are a global leader that is transforming the legal experience for all by [bettering the lives of legal professionals](#) while [increasing access to justice](#).

Summary:

We are currently seeking a **Software Developer** to join our Engineering team in Dublin, Ireland. It's expected to be in office minimum twice per week on one of our Anchor Days.

What your team does:

We at Clio have an amazing team that is on a mission to transform the legal experience for all, and our engineering team's goal is to deliver an incredible experience to our customers. To enable our engineers to build the best product they can, our development team has to build the best possible product that is performant, reliable, scalable, and beautiful.

A day in the life might look like:

- Work with a team of developers to solve complex problems and provide elegant solutions to Clio customers;
- Work in an agile environment with our team of full stack developers across a variety of projects.
- Using a wide variety of technologies, learning new things, and challenging yourself;
- Participating in diverse projects and collaborating with multiple engineering teams across three countries;
- Review and provide feedback on a peer's code, both from within your own team or across all of Clio. Thrive as #TeamClio.

What you may have:

- Experience in software development, specifically with building web applications at scale and Ruby on Rails;
- Front-end experience with Javascript, Typescript, Angular & React
- The ability to master new technologies quickly and work effectively in a dynamic and ever-evolving environment that includes distributed teams and customers;
- Demonstrated success in mentorship in software development, particularly using an Agile process and with large scale SaaS products;
- Database optimization experience;
- Experience working with large-scale systems;
- A diverse base of knowledge that allows you to help your team solve complex technical problems;
- A portfolio of successful projects (as well as a collection of lessons learned from failed projects); and
- Excellent communication skills and the ability to build trusted relationships with fellow Clions and customers.

Don't have all of those?

The most important part of this job is that you approach new challenges with curiosity and a drive to apply what you learn to fixing root causes, not just symptoms. Deep curiosity and a desire to learn will help you succeed in this job, combined with a drive to help others by shipping code. We have cross-trained developers coming from Java, Python, C++, and JavaScript backgrounds, and are happy to help you learn Ruby when you get here.

What you will find here:

Compensation is one of the main components of Clio's Total Rewards Program. We have developed a series of programs and processes to ensure we are creating fair and competitive pay practices that form the foundation of our human and high-performing culture.

Some highlights of our Total Rewards program include:

- Competitive, equitable salary with top-tier health benefits and dental coverage
- Hybrid work environment, with expectation for local Clions to be in office minimum 2 days per week on our Anchor Days.
- Flexible time off policy
- Pension contribution
- Clioiversary recognition program with special acknowledgement at 3, 5, 7, and 10 years

The full salary range* for this role is €70,200 to €82,600 to €95,000 EUR.Please note salary bands may differ based on location and local currency. Additionally, benefit offerings may differ depending on the employee's location.

*We aim to hire all candidates between the minimum and the midpoint of the full salary range. We reserve the midpoint to the maximum of the salary band for internal employees who demonstrate sustained high performance and impact at Clio. The final offer amount for this role will be dependent on individual experience and skillset of the candidate.

Diversity, Inclusion, Belonging and Equity (DIBE) & Accessibility

Our team shows up as their authentic selves, and are united by our mission. We are dedicated to [diversity, equity and inclusion](#). We pride ourselves in building and fostering an environment where our teams feel included, valued, and enabled to do the best work of their careers, wherever they choose to log in from. We believe that different perspectives, skills, backgrounds, and experiences result in higher-performing teams and better innovation. We are committed to equal employment and we encourage candidates from all backgrounds to apply.

Clio provides accessibility accommodations during the recruitment process. Should you require any accommodation, please let us know and we will work with you to meet your needs.

Learn more about our culture at [clio.com/careers](#)

Apply

We're proud of our culture



In-house performance coach, Katie, helps Clions accelerate their career development.

At Clio, we're creating a human and high performing culture. That means you'll be encouraged and supported to do your best work. Find out what keeps us grounded. [Learn more.](#)



Hitting record deploys and creating solutions used around the globe.

See Openings



Every day I am surrounded by a group that keeps me laughing, but also inspires me with their hard work and ingenuity. Everyone here goes out of their way to help each other learn and grow.

KIMBERLY

Senior Development Manager,
Clion Since 2017

Have questions? Call +353-1-902-7571 or email sales@clio.com.

Our sales team is available Monday to Friday from 8 a.m. to 8 p.m. EST.



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Clio Complete	Client Intake	All Upcoming Events	Customer Community	Help Center
Clio Manage	Billing & Collections	Customer Stories	Bar Associations	Data Migration
Clio Grow	Case Management	Clio Cloud Conference	Incubator Program	Developer Hub
Clio Accounting	Document Management	Legal Trends Report	Referrals	Find a Consultant
Clio for Clients	Task Management	The Legal Insider Magazine	Academic Access	Clio Academy
Clio Draft	What's New	Compare Clio	Channel Partner Program	Sitemap
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