

Clio > About Us > Careers

Senior Software Developer

Team
Engineering

Hub Offices
Dublin

Remote Options
N/A

Apply

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 Senior Software Developer to join our rapidly growing [engineering team](#). This role is for someone who is passionate about building innovative solutions and being exposed to new challenges and technologies while making an impact.

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.

Clio's EMEA team drives our international expansion and is home to product development, sales, marketing, and customer success. We are looking for someone who is interested in playing a critical role in a close-knit, supportive development team as we strive to become a market leader. This team is focused on shaping the future product roadmap for international markets. Working as part of this team affords you the opportunity to own your projects from inception to deployment and becoming a subject matter expert to educate your peers and department.

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.
- Learning new things, and challenging yourself and honing your craft as a Rails expert
- Participating in diverse projects and collaborating with multiple engineering teams across three countries;
- Review and provide feedback on code, both from within your own team or across all of Clio.
- Collaborate with teams across Clio to diagnose, understand, and solve problems, and to build solutions that may span many areas.
- Teach and learn from those around you - providing constructive feedback to those around you, and taking on feedback to help grow.

What you may have:

- Experience in software development, specifically with building web applications at scale with Ruby on Rails;
- The ability to gain fluency in 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;
- A diverse base of knowledge that allows you to help your team solve complex technical problems;
- A portfolio of past projects (including notable successes and lessons learned); and
- Excellent communication skills and the ability to build high-trust relationships with fellow Clions and customers.

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 (Dublin) to be in office minimum 2 days per week on our Anchor Days.
- Flexible time off policy
- Pension contribution
- Clioersary recognition program with special acknowledgement at 3, 5, 7, and 10 years

The full salary range* for this role is €91,000 to €107,000 to €123,000 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,
Clio 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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