

Senior Web Developer

Location: Houston, TX (hybrid; regular in-office meetings & client meetings required)

Hours: Part-time (25-30 hrs/week; schedule flexible based on project needs)

Experience: Bachelor's degree in computer science, IT or similar, plus at least 5 years of experience, preferably in an agency setting

Please Note:

This position requires around-the-clock flexibility. Sometimes, you'll be working (or need to be available) before or after hours, on weekends, holidays, etc. – and often on short notice. This includes responding to emails, texts and/or phone calls.

That's agency life, baby!

The Brief

Are you fluent in HTML, CSS, and JavaScript? Can you navigate **WordPress** like a seasoned pro? (We love WordPress!) Do you dream in code and find debugging sessions oddly therapeutic? If so, we have an exciting opportunity for you!

Your mission, should you choose to accept it, is to not only speak the language of web development but also to have a keen eye for graphic design, proficiency in email design and development, and proven experience designing, developing and maintaining websites with ADA, WCAG 2.1+ and Section 508 accessibility built into every stage of development. If you're thinking, "Wait, you want me to design stuff, too?" the answer is a resounding, "YES!" for a couple of reasons:

- 1) We firmly believe that design and web development go hand-in-hand, and
- 2) We get quite a bit of web work, but possibly not enough to keep you busy every day. So, graphic design would be your hustle within the hustle.

We're not looking for someone who simply builds what's designed. We want a developer who brings informed recommendations to the table—someone who understands UX, accessibility, website performance, analytics, and modern web best practices, and isn't afraid to suggest a better approach, especially when it's supported by analytics, user behavior, and industry best practices.

What's in it for you? Well, apart from the endless supply of coffee (or tea if that's your jam), we offer a chance to work with a company that thrives on creativity, innovation, and the occasional office prank. We're looking for someone who's not just deadline-driven but also possesses a superpower for the ferocious customer service Satori provides. If you're the kind of person who can turn a client's panic into pure web-induced euphoria, you're our hero!

Meet Satori

To most, Satori means sudden enlightenment (like, “Whoa...I just found my perfect job opportunity!”) But to us, it's so much more. Satori is a noun. It's an adjective. Sometimes, it's even a verb (“Wow, we need to Satori the ___ out of this”). The Satori team moves as one unit – Account Service, Creative, Media, Public Relations, Strategy, and Social Media – and we move swiftly. We're driven by culture, of the team and of the moment. We work hard and play hard. We walk, talk and think like humans, not like marketing robots or bigwig wannabes. We're real and authentic — sometimes to a fault (we might cuss a little, too). And we support our clients and each other like family. When it comes to people joining our team, we look for those who do the same.

Position Responsibilities:

- Creating website architecture and building front-end functionality.
- Designing and managing the website back-end including database and server integration.
- Generating WordPress themes and plugins.
- Conducting website performance tests, analyzing website data, optimizing site performance and providing recommendations based on analytics and SEO best practices.
- Designing, developing and launching websites that are ADA, WCAG 2.1+ and Section 508 compliant from day one, while conducting accessibility audits and implementing remediation when needed.
- Meeting with clients to discuss website design and function.
- Conducting WordPress training with the client.
- Monitoring the performance of the live website.
- Performing routine website health, performance and security audits, along with ongoing maintenance as needed.
- Maintaining communication with team members and supervisors concerning the direction of the website.
- Coding and scripting applications.
- Designing websites and other collateral when needed.
- Completing special one-off projects when necessary.
- Memorizing the Satori Core Values and understanding they're a way of life.
- Performing other assorted duties, as assigned.

Position Must-Haves

- Bachelor's Degree in a related field, PLUS at least five years of experience, preferably in an agency setting.
- Proficiency in WordPress, HTML, CSS, and XD.
- Proficiency in Adobe suite, including Photoshop and InDesign.
- A deep understanding of web development technologies, frameworks, and best practices.
- Ability to evaluate design concepts through the lens of user experience, accessibility, website performance, and conversion best practices,
- Demonstrated experience architecting, developing, testing and launching ADA, WCAG 2.1+ and Section 508 compliant websites, with a thorough understanding of accessible coding practices, semantic HTML, keyboard navigation, ARIA implementation, color contrast, forms, multimedia accessibility and ongoing compliance requirements.
- Ability to incorporate accessibility best practices throughout planning, development, testing and ongoing website maintenance.
- Advanced knowledge of GA4, Google Search Console, technical SEO, on-page optimization, site architecture and Core Web Vitals, with the ability to analyze website performance, prepare client-friendly reports, and recommend improvements based on analytics, SEO and user behavior.
- High-level, solution-oriented programming skills.
- Excellent interpersonal, written and verbal communication skills.
- Ability to troubleshoot and optimize web pages for security and responsiveness.
- Understanding of network diagnostics and analytical tools.
- Ability to take direction and feedback from clients and co-workers in stride.
- Must have a willingness to collaborate with those around you.
- Ability to think creatively and act on those creative inclinations.
- Ability to work quickly and turn around websites on tight deadlines, while always keeping budget in mind.
- Have more passion for your work than necessary – while understanding when to defend your work and when to learn from it.
- Be a self-starter who's able to work autonomously without constant supervision.
- Ability to manage stressful situations (you know those deadlines), stay organized and put in extra hours when needed.
- A good (borderline great) sense of humor and willingness to let loose and have fun, even in the midst of killer, make-your-head-spin deadlines.

Physical Requirements

Work is performed in an office setting, but travel is a possibility. You may be subject to sitting, standing or walking for extended periods of time (especially if this helps the creative juices flow). You must be able to lift up to 50 lbs. (or be able to convince someone to do it for you).

If this sounds like your kind of gig, email HireMe@satori.agency with:

- **Your résumé**
- **Your website portfolio**

Please include links to 3-5 websites you've personally developed and clearly describe your role on each project (front-end, back-end, full-stack, accessibility, maintenance, etc.).

- **Answers to the following questions:**
 - In one sentence, describe how you **work best**.
 - Choose **one of Satori's core values** and tell us in 2-3 sentences what it means to you.
 - What are two things you do on the regular to be a **good human**?
 - What's your **creative superpower** and how will you use it to impact the work you do for our clients?
 - **Describe your process** for ensuring a new website is ADA, WCAG 2.1+ and Section 508 compliant from planning through launch. Include the tools, testing methods and development practices you rely on. Be specific and provide examples.
 - Tell us about a time in your career when you were personally able to compartmentalize and **thrive under pressure** to deliver a client's web development project within budget and on a tight deadline. Please limit your answer to two paragraphs at most.