

CELEBRATING



20 YEARS

BLUEION

# We're Hiring a Web Developer



## **BLUE ION IS LOOKING FOR A FRONT-END WEB DEVELOPER TO JOIN OUR TEAM.**

We are a little flexible on years of experience for this role. You may have the minimum of 3 years or you may have a decade under your belt. Either way, if you get to the end of this job description and think "hey, that's me," then we'd love to hear from you.

## Some Things You'll Need in This Role

### WRITE TIGHT HTML

Always thinking of vitals like speed, accessibility, and SEO when coding. You flex your CSS and JavaScript skills to wow the user. There's enough PHP knowledge in your brain to work in CMS platforms like Wordpress and Craft. And everyone that works with you knows how patient you are when it comes to making loads of minute, detailed edits.

### CREATIVELY CREATIVE

Your eye for design for both UX and UI will be necessary for both form and function of responsive sites everyday. And when you need to, you can riff on existing designs to make your own creation in-browser.

### BE A PRODUCTION LEADER

You should already be comfortable working & collaborating with internal and external teams (clients, designers, programmers, writers, photographers, etc). This is your chance to further refine these skills by developing strong, long-term internal and external team relationships.

### PROVIDE CLIENT COMMUNICATION

In some cases, you'll be in a client-facing role where your opinion and leadership is requested—and required. You'll become comfortable reporting to clients on a regular basis, from developing the technical scope of a project & reporting on progress, troubleshooting solutions and "where do we go from here".

### BONUS ROUND

You are a full stack developer who can write your own code, get under the hood of a database and uses a framework like Laravel. Or maybe you are a build process expert with Node, npm, webpack, or Gulp. Have ecommerce experience? We like that too.

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## What a Top Candidate Will Have

**Experience in the above list would be great, but since this is a midlevel position you may not have experience in every thing—and that's ok! We're interested in the right person that fits our core values:**

### TAKES THE INITIATIVE

For us, this means being willing to jump in and do the work that needs to be done to move a project, initiative, or process forward, regardless of your role. If you know clearly what the need or goal is, act on it. And know that alongside you are a bunch of folks ready and willing to do the same.

### CREATIVE APPROACHES

People come to us to solve problems creatively. That means we strive to meet challenges with curiosity, knowing it can and will inspire and drive solutions. We're brave enough to embrace what's different, to take a fresh look at our work, and always seek out new ways of tackling challenges—in our work and the world.

### STOKES THE FIRE

As people who are passionate about what we do, we come at the world with a special kind of fire and drive. That fire and drive inspire us to do work that pushes boundaries and explores new territory. It inspires us to consistently sharpen our skills, to grow creatively, professionally, and personally, and go beyond where and what we think is possible.

### CARE FOR THE LARGER CAUSE

Behind every client and every project we encounter, there are people working hard to reach their goals, build their businesses, and provide for their families and communities. The work we have the opportunity to do often has the ability to help clients reach their goals, build businesses, increase awareness and understanding, create meaningful, enduring connections, and be part of a greater cause or higher order purpose. That's what drives us.

### CULTIVATES UNDERSTANDING

We believe in respect for one another, our clients, our work, our community, and ourselves. We communicate honestly, directly, and clearly—always with a goal of mutual understanding and problem solving – even and especially when challenges arise. Not only does this help us grow as individuals and as a team, it's a skill that helps us better convey our thoughts and strategies to clients, teammates, and others.



**We're a full service marketing agency based in Charleston, SC and Greenville, SC. We opened our doors twenty years ago, and today deliver a full array of marketing services to a mix of national, regional, and local brands.**

We've developed an open, creative, and fun environment where everyone can expand their skills and reach new heights. We're currently at 20 full-time employees and enjoy being a mid-sized and tight-knit group with room to grow.

## Compensation

**Blue Ion believes that every team member is an instrumental part of the greater whole. If you and Blue Ion are a match, you can expect:**

- Blue Ion takes pride in paying among the top 90% of salary averages for the area.
- Your health and happiness are important to us. Blue Ion pays 100% of health benefits up to \$350/month through company-provided health insurance. Also provided: retirement fund matching contributions up to 3%, (optional) dental insurance, (optional) eye insurance, and (optional) life insurance.
- 20 paid days off for vacation, personal or sick time plus 10 paid holidays. Increases to 25 paid days off after 3 years.
- We're proud to offer monthly and annual profit sharing bonuses for both team and individual performance based on billing. In addition, the longer team members are with us, the more shares they earn.
- Parental leave (up to 16 weeks) through paid and unpaid leave depending on longevity and circumstances.

## Intangibles

**While we work hard and always strive to be the best, you can also expect the following at Blue Ion:**

- Celebratory lunches and happy hours to recognize birthdays, new launches, major successes, and an end-of-year rager.
- Team outings - trips, events, etc.
- Normally there's more fun stuff here, but with COVID-19, we are staying sane with virtual happy hours and celebrations with occasional socially distanced outings.

**Sound like a  
perfect match?** 

Email your cover letter, resume, and links to project samples to [brian@blueion.com](mailto:brian@blueion.com)

