Sr. Technical Engineer

Are you a high-performing, hands-on developer ready to scale an innovative benefits company that's cutting healthcare costs and confusion for Americans? Do you have 5+ years of PHP/MySQL experience and a strong understanding of maintaining legacy systems? Do you enjoy leading and mentoring a team? Are you energized by solving meaningful problems, collaborating across departments, and making an impact on how our clients experience technology?

If you're a customer-loving, fast-paced, fun, self-starter who loves clean code, cross-functional teamwork, and delivering value, this could be your next chapter.

As a Sr. Tech Engineer at freshbenies, you'll be a critical contributor in building stable, scalable, and intuitive systems that support our member, broker, and employer clients. Reporting to the VP of Technology, you'll collaborate with a supportive freshbenies team as well as external partners to deliver user-centered solutions and ongoing platform enhancements.

The freshbenies culture is transparent, fun, casual and innovative. But make no mistake, we are a professional and hard-working team - the bar is set very high, and the pace is fast.

If you're a self-starter who…
- excels in a remote yet connected work environment & lives in the US for real-time collaboration
- has a passion for building new functionality and optimizing what already exists
- thrives on autonomy and consistent follow-through
- communicates clearly - especially across technical and non-technical teammates
- respects deadlines, brings forward solutions, and asks smart questions early
- adapts quickly to changing priorities and business needs
- writes well-structured, high-quality, modular code that others can follow and scale

…then you might be the person we're looking for!

Required technical and leadership experience…
- 5+ years PHP/MySQL experience
- 1+ years of Android and/or iOS app development experience
- Proficient using Jira to manage tasks, sprints, and cross-functional collaboration
- Successfully leading and mentoring 2 - 5 mid-level developers
- Strong understanding of legacy system maintenance
- Collaborating with stakeholders to understand requirements and define clear specs
- Can test and QA across required devices and browsers
- Upholding best practices in performance, security, and scalability
- Troubleshooting and improving internal systems, data flows, and user interfaces
- Providing technical input during planning sessions, helping shape priorities and timelines
- Must be a U.S. citizen or permanent resident (H-1B or other visa types are not sponsored)

Start a "fresh" new chapter in your tech/healthcare career. Email your resume and your LinkedIn profile to careers@freshbenies.com for next steps!