

**Position:** Senior Software Engineer

**Location:** Burnaby or Nanaimo, BC

**About the Company:** Coastal Genomics operates in the life science instrumentation industry and provides technical and engineering solutions for bottlenecks in laboratory bench work. Our proprietary platform, Ranger® Technology, automates the purification and analysis of DNA samples.

Coastal Genomics was recently acquired by [Yourgene Health](#) and is now entering an exciting period of company growth. Ambitious engineering and business targets have been set for the coming months and years and we are now adding key members to our team to help us achieve these goals.

Coastal Genomics is seeking only the best talent. This position will be rewarded with a competitive compensation package.

**About Us:** We are results driven and passionate about our work. As we tackle difficult problems together, we rely on each other to be bold and respectful in sharing ideas. New team members will be expected to embrace this culture and to contribute to the company's success in significant ways. You'll be a great fit if you have the following characteristics:

- **Honest:** You are forthright and transparent, even when this includes mistakes you have made
- **Self-motivated:** You stay late to meet deadlines without prompting. You think of ways to improve the products or the company in your spare time
- **Philosophical:** You are keen to be part of open-minded discussions on any topic
- **Good teammate:** You are willing to jump up and help another person overcome a technical or physical challenge as soon as they need it
- **Personal:** You are comfortable and eager to get on the phone with a vendor or customer to work through any issue
- **Precise:** You don't create or accept ambiguity in any written or spoken communication
- **Ambitious:** You are able to think big-picture and see all barriers as negotiable
- **Competent:** You can be relied on to do simple things. You learn how to use new tools easily and you know how to independently seek out effective solutions to issues
- **Accountable:** You take personal responsibility for the success or failure of your team

**Position Description:** Coastal Genomics is seeking a talented full-stack software developer to act as the technical lead of our software team, which operates within our Research & Development department. This individual will report to the R&D manager and will be responsible for leading the development and maintenance of our commercial software suite, including customer-facing applications and instrument-level firmware. The primary application is large and complex, including instrument control, image capture and analysis, data visualization, and a graphical and machine interface. All applications are currently written in C# and C++/CLI using Visual Studio.

The successful candidate will work closely with the R&D manager to lead the company's software team in achieving the following key objectives:

- Improving the usability of customer-facing applications
- Improving the software release process
- Refactoring the code base to ensure long-term maintainability
- Addressing bugs and adding new functionality in response to new business goals, internal evaluations, and feedback from customers and sales reps.

In connection with these objectives, key deliverables and metrics for the software team within the first year will include:

Objective	Deliverable	Metric
<b>Improving usability of customer-facing applications</b>	UX that is markedly more intuitive and self-guiding	Subjective evaluation of success of remote installation and training for new customers.
	Improved error handling for specific use-cases	Support time associated with problems related to specific use-cases
<b>Improving the software release process</b>	Increased confidence in software releases	Number of critical bugs introduced over the trailing 6 months
	Decreased release time	Business days from beginning of release process to completion of public release
	Increased accuracy in scheduling estimates	SW Team's resource estimate accuracy measured as average % inaccuracy
<b>Refactoring to ensure long-term maintainability</b>	Deliver plan and schedule for decoupling the UI from the program logic	Subjective rating by R&D Manager on quality of plan and schedule
<b>Addressing bugs and adding new software functionality</b>	Customer support ticket resolution speed increased	Average business days from ticket generation to closing

The individual in this role will provide mentorship and code review to other software engineers already on the team, as well as future hires. They will work with the R&D manager to establish priorities for the software team, and will coordinate the day-to-day schedules of the members of the software team in order to accomplish those priorities. The role also involves managing the release process for our customer-facing applications, contributing to user-facing documentation, such as our user manuals, and working directly with customers as a member of our internal customer-support team.

The successful candidate will satisfy the following technical competencies:

- Experience with UI/UX design including best practices and current technologies
- Experience with unit testing and continuous integration
- Experience with firmware development (C++) and hardware integration
- Integration with robotics
- A focus on scalable solutions
- Expertise in multithreaded design
- Experience with CLI/.NET languages an asset
- Experience with machine vision, including third-party tools such as OpenCV is an asset
- Excellent documentation and technical writing skills
- Familiarity with the current state of AI and machine learning is a plus
- Customer support experience an asset

The successful candidate will meet the following prerequisites:

- A Bachelor's or Master's degree in computer science, software engineering, or equivalent
- 5-10 years experience in full-stack software development specifically involving UI/UX design
- Can work out of our physical offices, either in Burnaby, BC or Nanaimo, BC

Prior experience in life sciences is not required, however, the successful candidate will be keenly interested in Coastal Genomics' technology and the challenges that we address.

This position is full time and starts as soon as possible.

Coastal Genomics performs a rigorous, multi-step hiring process in order to ensure we bring on only the highest talent. Please be aware that the final step of the selection process will include you arranging for phone calls with former supervisors and anyone else of our choosing.

*All interested candidates may send a cover letter and resume to [Info.coastal@yourgene-health.com](mailto:Info.coastal@yourgene-health.com). Please include the phrase "APPLICATION - SENIOR SOFTWARE ENGINEER" in the subject line.*