

**BE AN
INDUSTRY-
LEADING SME
WITH
GRIDSECURITY**

About GridSecurity

GridSecurity is enabling the world's energy future by providing scalable and effective managed network operations, managed security services, and managed compliance services for inverter-based generators and control centers.

We are a young, fast-growing company in an industry undergoing a historic transformation. GridSecurity desires to be the intersection between what our people are passionate about, what they are good at, and what adds value to our clients. In doing so, we help our clients build the grid of tomorrow.

We are a place where our people grow, do meaningful work, and achieve their professional goals. To do that, we have built a strong team and tightknit tribe which operates in a flexible and candid environment. We strive for the perfect blend of autonomy and teamwork, seeking to maximize our employee's potential. We are a firm believer that if you treat your employees well and put them first, then the clients and business are inherently taken care of. One way we seek to achieve this objective is rewarding each employee as an owner of the business through our Incentive Compensation Program.

Full-Stack Developer

We measure GridSecurity's success by the caliber of people on our team, the quality of our work, and the trust we build with clients over time. As a Full-Stack Developer, you will design, develop, and maintain scalable web applications across front-end and back-end systems. You will collaborate with cross-functional teams to build responsive user experiences, develop APIs and integrations, optimize application performance, and ensure secure, high-quality code delivery throughout the software development lifecycle.

In this role, you'll collaborate across the entire GridSecurity team, contributing not only to your core responsibilities but also to projects that drive our company forward. We foster an owner's mindset, teamwork, open and candid communication, and continuous learning – all necessary traits for you to be wildly successful on our team.

JOB RESPONSIBILITIES

- Front-End Development
 - Design, develop, and maintain responsive web applications using React and modern front-end technologies.
 - Build intuitive, accessible, and cross-browser compatible user interfaces aligned with UI/UX best practices.
 - Optimize front-end performance, scalability, and responsiveness to deliver high-quality

user experiences.

- Collaborate with designers and product stakeholders to translate requirements into functional interfaces.

- Back-End Development

- Design, develop, and maintain scalable RESTful APIs and microservices using FastAPI and Python.
- Implement secure, reliable, and high-performance backend services following industry best practices.
- Develop and maintain authentication, authorization, validation, and API security controls.
- Integrate internal systems and third-party services through APIs and event-driven architectures.

- Database and Infrastructure

- Design, manage, and optimize MongoDB databases, including schema design, indexing strategies, and query performance tuning.
- Support application deployments, environment configuration, and monitoring across staging and production environments.
- Collaborate with cross-functional teams to deploy and monitor applications in staging and production environments.

- Code Quality and Team Collaboration

- Write clean, maintainable, testable, and efficient code adhering to best practices and internal standards.
- Ensure the technical feasibility of UI/UX designs.
- Troubleshoot, diagnose, and resolve bug and performance issues across the stack.
- Participate in code reviews and provide constructive feedback to maintain code quality and team consistency.
- Collaborate with cross-functional teams to define, design, test, and release new features.
- Contribute to technical design discussions, architecture decisions, and continuous improvement initiatives.
- Stay current with emerging technologies, frameworks, and development best practices to drive innovation and efficiency.
- Participate in on-call rotation, as needed.

- Process Development and Documentation
 - Maintain accurate technical documentation for applications, APIs, workflows, and development processes.
 - Develop and maintain supporting documentation for Feature Design projects.
 - Identify documentation gaps and contribute to improving team knowledge-sharing practices and development standards.
 - Support continuous improvement of DevOps processes, tooling, and operational workflows.
- Business Development
 - Work with our team to connect with potential clients that we can help.
 - Develop services that add value to current and potential clients.
 - Leverage your business relationships to help grow the GridSecurity client list.
 - Develop relationships and industry contacts to assist clients.
- Challenge Our Status Quo
 - Work on areas of the company in need of focus and improvement.
 - Assist the GridSecurity management by identifying areas of improvement that support our strategic direction.
- Growth
 - Attend conferences, forums, training, and industry engagements that help further brand the practice and demonstrate credibility.
 - Pursue training and professional certifications that align with your current job responsibilities and support your growth into future roles and responsibilities.

REQUIRED TECHNICAL SKILLS

- 3+ years of professional experience in full-stack software development.
- Strong experience developing modern front-end applications using React, JavaScript/TypeScript, HTML5, and CSS3.
- Experience developing RESTful APIs and backend services using Python and FastAPI (or similar frameworks such as Flask or Django).
- Proficiency with MongoDB or other NoSQL/document-oriented databases, including schema design and query optimization.
- Experience integrating with third-party APIs and external services.

- Solid understanding of authentication, authorization, API security, and secure coding practices.
- Experience with Git-based version control and collaborative development workflows.
- Strong troubleshooting, debugging, and performance optimization skills across front-end and back-end systems.
- Experience working in Agile/Scrum development environments.

REQUIRED PROFESSIONAL SKILLS

- Strong written and verbal communication skills with the ability to collaborate across technical and non-technical teams.
- Excellent written and verbal communication, including technical documentation.
- A continuous improvement mindset with a focus on process efficiency and reliability.
- Critical thinking and prioritization to maximize value for both GridSecurity and clients.
- Adaptability in dynamic environments with the ability to make timely, informed decisions.
- Collaborative team player who contributes to shared goals and supports colleagues.

PREFERRED TECHNICAL QUALIFICATIONS

- Experience with containerization technologies such as Docker and Kubernetes.
- Familiarity with CI/CD pipelines and deployment automation tools.
- Experience configuring and maintaining Nginx or similar web servers/reverse proxies.
- Experience with cloud platforms such as AWS, Azure, or Google Cloud Platform.
- Knowledge of microservices architecture and distributed systems design.
- Experience implementing automated testing frameworks, including unit, integration, and end-to-end testing.
- Experience with infrastructure-as-code and configuration management tools.
- Understanding of web accessibility (WCAG) standards and responsive design principles.
- Exposure to secure software development lifecycle (SDLC).

Benefits & Compensation

COMPENSATION

The base salary range for this position is \$80,000 - \$120,000 per year, depending on qualifications and experience.

PAYROLL SCHEDULE

Pay is the 7th (for the 16th to end of month) and 22nd (for the 1st to the 15th) of each month.

GRIDSECURITY INCENTIVE COMPENSATION PLAN

GridSecurity Inc. offers an Incentive Compensation Plan to reward employees, based on performance, in the form of Stock Options and/or cash bonuses on a monthly basis. As a full-time employee, you are eligible to participate in GridSecurity's Incentive Compensation Plan after a 90-day waiting period for new hires. Additionally, as part of our offer, GridSecurity will include an initial award of 5,000 ISOs.

401K PLAN AND COMPANY MATCH

GridSecurity offers a 401k retirement savings program. GridSecurity will match all employee 401k contributions up to 6% of your gross cash compensation (salary and bonuses). Employee and employer contributions begin on the first calendar day of the employee's second calendar month of service. Employer 401k match contributions vest immediately. For example, if the employee begins on June 15th, the employee will be eligible to participate in the 401k program and receive a company match effective the payroll period beginning August 1st.

HEALTH, DENTAL, VISION, AND LIFE INSURANCE BENEFITS

GridSecurity offers a group medical, dental, vision, and life insurance plan that you and your family are eligible to join. GridSecurity will pay 75% of the cost of the base medical and dental plan premiums and 100% of the base vision plan premium for you and your family. GridSecurity will only pay its share of the premiums for the healthcare plan that GridSecurity provides as the designated base plan for your area. You are eligible for health benefits on the first day of the first calendar month after your start date. GridSecurity has a tenure-based contribution scale that increases by 5% each full year of service, as of January 1st of the benefits calendar year, up to 95% of the base medical and dental plan premiums being paid by GridSecurity. For example, if you start on June 15th, your health benefits will start on July 1st. Also, if you start on June 15th, 2024, your employer contribution will increase to 80% of the base medical and dental plan on January 1, 2026.

GridSecurity also offers a \$100,000 Supplemental Life Insurance policy for all full-time employees with

premiums covered 100% by GridSecurity.

GridSecurity also offers employees the opportunity to participate in a ***Flexible Spending Account (FSA)*** and a ***Dependent Care Flexible Spending Account*** as part of our employee benefits package. In addition, if you are on a high-deductible medical plan, which our base medical insurance plan is, you will also have the opportunity to participate in a ***Health Savings Account (HSA)***. FSA and HSA plans allow employees to set aside money pre-tax to pay for certain healthcare and dependent daycare expenses.

PAID TIME OFF

Depending on qualifications and experience, this position will either:

- A. Accrue two (2) weeks (80 hours) of vacation per calendar year. This increases to three (3) weeks (120 hours) after your first anniversary and to four (4) weeks (160 hours) after your third anniversary. Vacation balances roll over each year, with the ability to bank up to 1.5 times your annual accrual.

In addition, this position accrues five (5) days (40 hours) of sick pay per year, with the ability to roll and bank up to ten (10) days (80 hours) total.

Or,

- B. Accrue three (3) weeks (120 hours) of vacation per calendar year. This increases to four (4) weeks (160 hours) after your third anniversary. Vacation balances roll over each year, with the ability to bank up to 1.5 times your annual accrual.

In addition, this position accrues five (5) days (40 hours) of sick pay per year, with the ability to roll and bank up to ten (10) days (80 hours) total.

ANNUAL HOLIDAYS

GridSecurity observes the following holidays for a total of 12 paid holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- President's Day
- Memorial Day
- Independence Day
- Juneteenth
- Labor Day

- Indigenous People's Day / Columbus Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Plus, your birthday is always a day off - whether on a weekday, holiday, or weekend, you should not have to work on your birthday (*your birthday cannot be rolled or banked*)

WORK LOCATION

You will work from your home office with occasional trips to GridSecurity's HQ or client sites, as needed.

EVALUATION PERIOD

The first ninety (90) days of your employment will be treated as an evaluation period when we will assess your performance and fit with our culture. At the end of this 90-day evaluation period, we will hold a performance review session with you to discuss your performance against the job requirements and expectations. If your performance does not meet those requirements and expectations, we reserve the right to end your employment.

BACKGROUND CHECK

GridSecurity employees must successfully complete a background check prior to beginning employment. We follow the risk assessment table shown below.

Acceptable Risk	Unacceptable Risk	Subject to Review
No criminal record and no issues discovered through identification check OR Criminal incident found not to be disqualifying OR no discrepancy identified through identity check	Criminal record indicates substantial questions regarding candidate's character or trustworthiness ("Crimes of Dishonesty") OR Criminal background check reveals extensive criminal violation OR Identification check raises substantial questions regarding candidate's identity OR Any combination thereof which disqualifies the candidate	Misdemeanor crimes – These crimes may warrant disqualification of a candidate based on circumstances and timing of incident. OR Felony Crimes – Whether a crime was a felony or misdemeanor is often a quantitative rather than a qualitative measure and provides limited information about the underlying crime. Felony crimes, by definition, carry higher penalties than misdemeanor crimes but do not necessarily shed light on the seriousness or depravity of the underlying crime, especially if a plea deal was arranged. OR Substance crimes (whether misdemeanor or felony) – evaluate whether the candidate has an ongoing problem. If the answer is yes, disqualification is recommended. OR Number of crimes – Consider whether the candidate exhibits a pattern of criminal behavior. OR Minor problems with identification – Minor issues e.g., spelling, de minimis address or name issues, or dates should not disqualify otherwise qualified candidates. Questions arising around U.S. Citizenship or work status/permits.