

Software Engineer

The National Fair Housing Alliance (NFHA) has an immediate opening for a Software Engineer to join its Tech Equity team. NFHA is the only national organization dedicated to eliminating housing discrimination and expanding equal housing opportunities. Founded in 1988, NFHA is the trade association for private, nonprofit fair housing organizations. Our members also include agencies and individuals that support our mission. Through its leadership, education and outreach, member services, public policy, community development, enforcement, homeownership, credit access, and tech equity initiatives, NFHA is dismantling longstanding barriers to equity, rooting out bias, and building diverse, inclusive, well-resourced communities. For more information about NFHA, visit www.nationalfairhousing.org.

Position Summary:

The Tech Equity team has a mandate to advance policies, educational resources, data driven-tools, and machine learning (ML)-processes for eliminating bias in technologies being used in housing and mortgage lending. We are looking for a Software Engineer to join the innovative, startup-like DevOps unit of our Tech Equity team. The Software Engineer will be part of a small group that enjoys solving complex problems in an agile, fast-paced, inclusive, and incremental delivery environment.

As a Software Engineer, you will leverage your expertise in designing, architecting, and building systems that deliver data-driven and machine learning-enabled solutions while anticipating problems and finding ways to mitigate risks associated with such systems. You will enjoy your time with us if you are a full stack Software Engineer that is passionate about building applications driven by data and algorithms.

We want someone who is comfortable asking “why?” and comfortable working in an agile environment. Visit <https://nationalfairhousing.org/program/tech-equity-initiative/> to learn more about NFHA’s tech equity program.

Responsibilities:

- Design, develop, test, implement, and support cloud-native applications driven by data and machine learning algorithms using full-stack development tools and technologies
- As a full stack engineer, you will build UIs, front-end and/or back-end integrations for POCs (Proof of Concepts), automate manual processes, and create regression testing frameworks and productivity tools to improve our model development cycle for algorithmic fairness solutions
- Support colleagues as well as other stakeholders and leadership by responding to their questions, concerns, and issues (for example, technical feasibility, implementation strategies)
- Provides technical leadership in using AWS cloud resources
- Create user-centric applications by considering customer feedback, technical

constraints, opportunities, and usability findings

- Enforce test-driven development (TDD) and continuous integration to ensure our products consistently meet or exceed expectations.
- Create clear technical documentations and effective APIs

Required Skills and Qualifications:

- A diploma or bachelor's degree in Software Engineering, Computer Science, or equivalent experience.
- 2+ years' software development or programming experience. 5+ years' experience for a candidate with diploma.
- Hands-on experience with AWS cloud services and CI/CD pipelines
- Mandatory tech stack: Python, Terraform, React/Angular, Typescript, HTML, CSS, SQL, Docker, Git, and GitHub Actions.
- Intermediate knowledge of AWS infrastructure components and services
- Experience with implementing VPC using features like subnets, security groups, route tables, Nat gateway and internet gateway
- Collaborate with member services, enforcement, and other NFHA departments
- Adhere to NFHA's policies and procedures
- Commitment to justice, civil rights, and equity

Preferred Qualifications:

The ideal candidate has experience engineering solutions on private and/or public cloud platforms. You will enjoy working collaboratively within your own team and with other teams around our organization. You will enjoy building upon your existing technical skills while developing new ones. Our team operates with a start-up mentality and takes pride in owning an objective to completion.

Application Process:

Pay will be commensurate with experience. The salary for this role ranges from \$90,000 to \$140,000.

NFHA is an equal opportunity employer that values and encourages diversity in its workforce. Interested applicants should send a resume and **at least two open-source contributions** to:

Attn: Tech Equity via email at techequity@nationalfairhousing.org. No telephone calls, please. The position will remain open until filled.