hiring @ phase change

Employment Application Review & Timing

Phase Change Software aims to respond to your application within a week of receiving it. This includes website submissions, personal introductions, and resume drop-offs at career fairs.

Our process has several stages. They're meant to familiarize you with our work and culture, as well as showing us how you solve real-world problems. You may be involved in any or all of the following steps:

- ✓ Phone interview, job fair discussion or other screening process
- ✓ Code test for developers
- ✓ Portfolio review for writers/designers
- ✓ In-person interview, usually lasting 2-3 hours
- ✓ Follow-ups as needed

We're a dog-loving office and one or more may greet you at the door!

If you visit the office, you'll probably find us in casual dress. However, we appreciate candidates who make an effort to look neat and professional.

The entire process usually takes between 3-4 weeks, depending on your availability and the availability of the team members reviewing your application.

If we both think it's a good fit, we'll send you an offer letter. If you accept the offer, our expensive lawyers will make us do background and employment eligibility checks. We are an E-Verify company.

We are also an Equal Opportunity company. We appreciate the benefits of diversity; the different perspectives and experience improve our work and community.

About Us

Phase Change Software is a small startup company with the big idea of transforming code into data that can be queried, evaluated, compared, and combined. Our patent pending methods for software analysis will exponentially improve software development productivity. Our work is at the bleeding edge of what is mathematically provable, knowable, and programmable.

We Offer

- ✓ Company paid medical and dental insurance, and optional vision and accident insurance

- ✓ Vacation and sick days

- ✓ Employee equity plan

- ✓ 401k with immediate vesting of employer contribution

- ✓ The chance to work with novel technology

- ✓ A beautiful location in Golden near hiking and mountain biking trails

- ✓ The opportunity to impact multiple facets of software development

- ✓ A friendly and collaborative atmosphere. Frequent topics of conversation include philosophy, rock climbing, and espresso.

- ✓ **A dog-friendly workplace!** If you have a canine that would enjoy coming into the office and hang around with a team of humans, you will fit right in.

Interested? Great!
To apply, please submit a **resume** and **cover letter** to hr@phasechange.ai, or visit https://phasechange.ai for more information.