

Employment Application Review & Timing

We appreciate your interest in Phase Change Software and we aim to respond to your application within a week of receiving it.

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

- Manager interview, job fair discussion, or other screening process
- Technical skills or portfolio assessment
- Code test for developers or portfolio review for writers/designers
- In-depth team interview usually lasting two hours
- Follow-ups as needed
- Reference checks

Interviewing remains virtual, although as guidelines change, we will be coming back to the office. You'll probably find us in casual dress and we appreciate candidates who make an effort to look neat and professional.

The entire process usually takes one to two weeks, depending on your availability and the availability of the team members performing the interviews.

If we both think it is 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 Equal Opportunity company. We appreciate the benefits of diversity – different perspectives and experience improve our work and community.

About Us

Phase Change Software is a small company with a big idea: Exponentially improve software development productivity by unlocking and communicating software's encoded knowledge with cognitive-computing technologies and human-centric principles. Our work is at the bleeding edge of what is mathematically provable, knowable, and programmable.

We offer

- Medical and dental insurance with optional vision insurance
- Vacation and sick days
- Employee equity plan
- The chance to work with novel technology
- The opportunity to impact multiple facets of software development
- A friendly and collaborative atmosphere. Frequent topics of conversation include philosophy, rockclimbing, and espresso.
- Currently working remote but looking forward to returning to our beautiful location in Golden near hiking and mountain biking trails. We anticipate returning to a hybrid model with employee safety as our biggest concern.
- **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 opportunities@phasechange.ai.

Principals only please!

Or visit <https://www.phasechange.ai> for more information.

We are an E-Verify company.