



Innovate Memphis Position Announcement Full Stack Developer

Innovate Memphis is a 501(c)(3) nonprofit that develops and delivers bold solutions to some of the most pressing urban challenges in Memphis. Our organization advances programs that enhance the lives of Memphians and elevate the public good. We also serve as a local data intermediary, helping government agencies, nonprofits, and residents access high-quality data and analysis that support better decision-making. Our team oversees [Data Midsouth](#), [Memphis Property Hub](#), and a growing portfolio of data partnerships. We're a mission-driven environment where curiosity is encouraged, ideas are welcomed, and user-centered design guides our work.

Why This Role Matters

As a Full Stack Developer, you will help transform civic data into accessible, user-friendly tools that support better decisions across Memphis. You'll work closely with our Data Analyst and Director of Data to build and maintain the platforms that make our data work valuable to government agencies, nonprofits, and residents. You'll have opportunities to grow your skills and take on meaningful technical challenges as part of a small, collaborative team.

Your typical days will include:

- Sharing progress and roadblocks during our virtual team stand-up.
- Shipping features and fixes across the stack, from polished frontend interfaces to backend data logic, on custom-built web applications.
- Tuning data workflows to keep things fast, accurate, and reliable.
- Keeping your team unblocked through documentation, version control, testing, & code reviews.

Key Responsibilities:

Application Development

- Develop and maintain responsive, performant web applications using modern JavaScript frameworks (React) and Javascript SDKs, with strong fundamentals in HTML and CSS
- Build and consume RESTful APIs to connect frontend interfaces with backend services in an Azure environment
- Ensure the quality and reliability of applications through regular testing, code reviews, and clean, well-documented code
- Manage source control using Git

Data Extract, Transform, & Load (ETL)

- Design and implement complex SQL queries, including multiple joins, CASE statements, and partitions
- Write and maintain Python scripts to support data workflows, automation, and backend processing
- Work within Azure Databricks to manage, monitor, and optimize data pipelines, making adjustments to ensure data quality, reliability, and performance

Visualization

- Partner with the Data Analyst to create custom datasets and interactive, user-friendly data visualizations



- Build and extend data applications or visualizations in Felt and/or Huwise, and develop custom web-based platforms where those tools fall short
- Apply familiarity with GIS concepts to support spatial data display and usability
- Collaborate with the Director of Data on user-centered design and product direction

Project Collaboration

- Take ownership of assigned technical tasks across multiple projects, self-managing timelines and communicating progress proactively
- Come to planning conversations prepared to discuss trade-offs, offer time estimates, and help prioritize work alongside the Director of Data
- Navigate ambiguity with a solutions-oriented mindset, asking the right clarifying questions and proposing creative approaches when the path forward isn't clear
- Flag blockers, dependencies, or scope changes early to keep projects on track
- Bring initiative to a small, collaborative team where everyone is expected to contribute ideas, not just execute them

Qualifications

Required:

- Bachelor's degree in Computer Science, Information Technology, or related field
- 2+ years of relevant professional experience in full stack development
- Proficiency in SQL, Python, JavaScript (ES6+), React, HTML5, and CSS3
- Experience with Azure Databricks or similar cloud data platforms
- Familiarity with GIS visualization (Felt, ArcGIS, QGIS) and spatial data processing, including geocoding
- Strong interpersonal and communication skills, along with strong organizational habits

Preferred:

- Experience with Azure ecosystem (Azure DevOps, Blob Storage, Functions, Data Factory, etc.) and Tableau or Power BI for data visualization workflows, including data modeling
- Familiarity with CI/CD pipelines - we're building towards this as our app portfolio grows
- Familiarity with housing, community development, or urban policy datasets, including the U.S. Census and American Community Survey (ACS)
- Strong user-centered design sensibility; capable of making thoughtful UI/UX decisions independently without detailed directions
- Willingness to learn and apply usability and user-centered design best practices

Salary: \$85,000-93,000

We also offer:

- Flexible hybrid environment for remote and in-person work
- 24 days of personal time off (PTO) per year, plus holidays
- Employer 401K matching contribution
- Generous health insurance benefits
- Ongoing professional development and training opportunities

This position is open until filled, but we will prioritize applications submitted by **06/22/26**. To apply, please submit your **resume** and [cover letter](#) by filling out [this form](#).