Global Shop SOLUTIONS ERP SOFTWARE

We simplify your manufacturing.™

Job Title: Associate Software Engineer

Department: Product & Engineering

Location: The Woodlands, Texas (hybrid; a minimum of 2 days per week in office)

The opportunity

The Associate Software Engineer is an entry-level software engineering role within the Product & Engineering group at Global Shop Solutions. It is intended for an early-career developer who is ready to contribute to production software work under the guidance of more experienced engineers. The role supports assigned development work and team initiatives, including projects related to internal tools, workflows, documentation and practical AI adoption. This role is suited to recent graduates, career changers with demonstrable software experience or developers with limited professional experience who show strong fundamentals and growth potential.

What you will do

- Contribute to assigned software development tasks, including design, implementation, testing and participation in code review, working collaboratively with engineers and QA analysts
- Apply AI-assisted tools responsibly in development work, following team and organizational policies
- Support research, experimentation and prototyping related to practical AI use cases and internal tooling
- Contribute ideas and observations that help identify opportunities, limitations and blind spots in current approaches to AI adoption
- Help improve internal workflows, documentation and knowledge-sharing through thoughtful use of AI enabled tools and processes
- Collaborate, take direction, ask clarifying questions as needed and communicate progress, blockers and findings clearly to teammates and leadership
- Use source control and team development workflows for everyday work
- Work on a hybrid schedule with a minimum of two days per week in our The Woodlands office, according to team schedule and collaboration expectations

What we are looking for

Required

- Authorized to work in the US without the need for sponsorship
- Bachelor's degree in Computer Science, Software Engineering or a related field, or equivalent practical experience demonstrated through professional work, internships or a strong portfolio of software projects
- Experience with programming and software-related problem solving
- Experience using AI tools, platforms, or APIs to build projects, prototypes, automations or workflows
- Demonstrated independent project work, such as GitHub repositories, portfolio projects or similar examples
- Ability to think critically about where AI is appropriate and where it is not
- Ability to discuss tradeoffs, architectural decisions and potential failure points in technical solutions
- Strong written and verbal communication skills
- Reliable time management, follow-through and professional accountability for assigned work

Preferred

- Familiarity with source control workflows (branching, pull requests, code review)

- Experience with SQL and relational databases at a basic level
- Exposure to .NET, web application development or enterprise software environments

What success looks like

Associate Software Engineers work under the guidance of more experienced engineers. Success in this role is measured by reliable delivery on assigned work, steady growth in technical fundamentals, responsible use of AI assisted tooling and effective collaboration with the team. Global Shop Solutions maintains a defined career path for software engineers and strong performance in this role supports progression toward Software Engineer as skills and scope grow.

Benefits

Medical, Dental, Life Insurance
401(k)
Paid vacation and holidays
Profit Sharing

About Global Shop Solutions

Global Shop Solutions, Inc. is a progressive, fast-paced and growing software company based in the desirable community of The Woodlands, Texas. We are a family-owned and operated business that is dedicated to diversity and values its personnel and their lifestyles. We develop, sell, implement and service an enterprise resource planning (ERP) software package for small to mid-sized manufacturers.