Global Shop SOLUTIONS ERP SOFTWARE

We simplify your manufacturing.™

Job Title: Software Engineer

Department: Product & Engineering

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

The opportunity

The Software Engineer is a mid-level software engineering role within the Product & Engineering group at Global Shop Solutions. Software Engineers meaningfully contribute to their team's work without requiring explicit guidance, demonstrate peer leadership and develop their strengths as generalizing specialists. The role encompasses design, implementation, testing, code review, production support and practical AI adoption across the product areas their team owns. This role is suited to developers with professional software engineering experience who can own assigned work end to-end, collaborate effectively with engineers and QA analysts and steadily grow toward senior-level scope and impact.

What you will do

- Design, implement, test and maintain software in your team's areas of the product, working collaboratively with engineers and QA analysts
- Own assigned work from understanding the problem through delivery, including breaking problems into tasks, estimating effort and communicating progress and blockers clearly
- Apply AI-assisted tools responsibly and effectively in development work, following team and organizational policies
- Critically evaluate AI-generated code and suggestions for correctness, security, maintainability and alignment with team standards before accepting or approving them
- 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
- Maintain and update internal and external technical documentation as the product evolves
- Use source control, team development workflows and release processes for everyday work
- Investigate, debug, and resolve issues in your team's code and production environment, using observability tools and methodical analysis
- Write and maintain automated checks and manual validation appropriate to your team's testing practices
- Leave code better than you found it through incremental improvements scoped to the work at hand
- 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
- Professional experience delivering software in a team environment, including design, implementation, testing and code review
- Solid understanding of at least one programming language and the ability to read, extend and maintain a production codebase

- Experience using source control workflows (branching, merging, pull requests and code review)
- Experience using AI tools, platforms or APIs in development work, with the ability to evaluate output critically rather than accepting it uncritically
- 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
- Experience investigating and debugging software issues, including use of logs and other diagnostic tools
- Experience writing SQL beyond basic CRUD, such as joins, aggregates or subqueries
- Strong written and verbal communication skills
- Reliable time management, follow-through and professional accountability for assigned work

Preferred

- Experience with .NET, web application development or enterprise ERP or manufacturing software environments
- Familiarity with static analysis, linting, or other code quality tooling
- Experience serving as a liaison between engineering and stakeholders on a defined increment of work

What success looks like

Software Engineers are expected to take ownership of their assigned work, collaborate constructively with teammates, and contribute to the quality and reliability of the systems their team maintains. Success in this role is measured by dependable delivery, sound technical judgment (including responsible use of AI-assisted tooling), effective code review and documentation practices and steady growth in breadth across the team's codebase. Global Shop Solutions maintains a defined career path for software engineers, and strong performance in this role supports progression toward Senior 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.