

Software engineer job description

Updated October 17, 2026. Written and reviewed by the HRTally Research Team. Replace everything in [brackets].

Details

- Department: [Department]
- Reports to: [Manager title]
- Location: [City, State, or remote]
- Employment type: [Full-time, part-time, or seasonal]
- FLSA status: Exempt
- Pay range: [\$X to \$Y per year]

About [Company]

[Two or three sentences about what your company does, who it serves, and why people like working here.]

Job summary

We're hiring a software engineer to design, build, and ship reliable software that solves real problems for our [customers or internal teams].

What you'll do

- Design, build, test, and deploy features in [languages and frameworks].
- Write clean, maintainable code and review teammates' code.
- Work with product managers and designers to shape requirements.
- Improve performance, reliability, and security of our systems.
- Write automated tests and maintain CI/CD pipelines.
- Investigate and fix production issues, including on-call rotation.
- Document designs and decisions.
- Mentor other engineers and share knowledge.

What you'll need

- [Three] or more years of professional software development experience.
- Strong skills in [primary language].
- Experience with [cloud platform, databases, or frameworks].
- Solid understanding of testing and version control.

Nice to have

- Bachelor's degree in computer science or equivalent experience.
- Experience in [domain].
- Open source contributions.

Skills

Software design, Coding, Testing, Debugging, Collaboration, System thinking.

Physical demands and work environment

Office, hybrid, or remote setting, with participation in an on-call rotation.

Pay and benefits

[\$X to \$Y per year], based on experience and location. [List benefits, such as health insurance, retirement plan match, paid time off, and training.]

Equal opportunity

[Company] is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, or any other status protected by law. If you need a reasonable accommodation to apply or interview, contact [name] at [email or phone].

Hiring notes for HR and the hiring manager

Pay data

- Median hourly wage: \$65.38 (BLS OEWS, May 2025, SOC 15-1252, Software developers).
- Median annual equivalent: \$135,990 (hourly median x 2,080 hours).
- Mean annual wage: \$148,100.
- Check state and metro data at bls.gov/oes before setting your range, and include the range in postings where the law requires it.

Exempt status and legal notes

FLSA status: Usually exempt. Duties and pay decide overtime eligibility, not the job title.

Software engineers can be exempt under the computer employee exemption if their primary duty is systems analysis, design, or programming and they're paid at least \$684 a week on salary, or at least \$27.63 an hour if paid hourly. Many qualify under the learned professional exemption as well. Several states, including California, New York, Washington, and Colorado, require pay ranges in job postings, and some set higher exemption thresholds for computer professionals.

How to customize it

- Lead with the problem the team solves.
- List only the technologies that truly matter.
- Describe the interview process and how long it takes.
- Include the pay range. In several states it's required.

Interview questions

1. Tell me about a system you designed. What tradeoffs did you make?
2. Walk me through how you debugged a hard production issue.
3. How do you approach a code review?
4. How do you decide when code is good enough to ship?

Before you post

- Separate required from preferred. Required means you won't hire without it. Everything else is preferred. Long required lists screen out qualified people.
- Describe physical demands and environment. Lifting, standing, shifts, travel, noise, temperature. This sets honest expectations and supports an ADA essential functions record.

- State the pay range. Required in a growing list of states and cities, and expected by candidates everywhere else.
- Say exempt or nonexempt. Decide based on duties and salary before you post, and keep the classification consistent with how you pay.
- Name required licenses and checks. Licenses, certifications, background checks, drug tests, and driving record reviews, with the timing of each.
- Add the accommodation and EEO statement. Tell candidates how to request a reasonable accommodation, and include your equal opportunity statement.

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