



SENIOR ENGINEERING

Senior Software Engineer

A product-minded senior engineer who directs AI agents, owns what ships, and cares about delivering real value to the communities we serve.

ABOUT TRUEROLL

TrueRoll empowers governments to create fair and efficient property tax processes that strengthen communities. In a time when home values — and the taxes tied to them — are rising quickly, TrueRoll helps governments administer tax policies that keep housing sustainably affordable. TrueRoll is the first and only solution that helps governments proactively keep tax rolls accurate while identifying both ineligible and unclaimed benefits.

150+

County clients across 10+ states

4x

GovTech Top 100 company

Inc 5000

Recognized for fast growth

Weekly+

Production deploys, multiple times a week

TEAM

Engineering

REPORTS TO

Software Engineer
Team Lead

HIRING MANAGER

Head of Engineering

DIRECT REPORTS

None

TRAVEL

0–5%

About the Role

Direct the agents. Own the result.

As a senior software engineer at TrueRoll, you will work closely with our product and engineering teams to build the tools county assessor offices use every day to run fairer, more efficient property tax systems. **Most of our code is written by agents. Your job is to direct that work and own the result:** run agents against our codebase, break problems into tasks an agent can finish, review and verify what comes back, and build the loops that make the next round better than the last. Your work will have a direct impact on the communities we serve.

We are genuinely AI-forward, not aspirationally. Cursor and Claude Code write against our codebase every day. Every pull request is reviewed by an agent pass before a human looks at it, and a dedicated approval agent enforces per-folder rules about what can auto-merge and what needs a person. We generate end-to-end tests and ship documentation in the same change as the code, and answer product questions with a clickable prototype before we build the feature.

Our skills and agent instructions live in version control and get sharper every week, because a human correction becomes a permanent rule. On a small team your decisions reach real users immediately, and you shape the architecture rather than inherit it. Across everything, you live our core values: customer focused, treat others with respect and empathy, own it, and go the extra mile.

What This Person Owns

Eight areas of responsibility defining the scope of the role

Agent Orchestration
Runs agents in parallel and in the background against our codebase, and coordinates them: decomposes a spec into bounded, independent tasks, isolates them, and keeps them from colliding.

Review & Verification
When code generation is cheap, this is the job: reviews agent output for correctness, patterns, and blast radius, and decides what is safe to auto-approve.

Agent Infrastructure
Builds and maintains skills, approval policies, hooks, capture and documentation automations, and the correction loops that make the system improve on its own.

Shipping at Scale
Ships features across our products behind feature flags, deploying multiple times a week, with an eye on scale across many counties on shared infrastructure.

Spec-First Planning
Plans before building: writes the spec, puts tests first, and lets agents execute against it. Writes down what "done" means.

Mentorship
Mentors and coaches teammates on technical best practices, agentic workflows, and architectural patterns.

Client Exposure
Gets in front of clients when it helps. Looks at how a county actually works, finds the real problem, and translates it into what the system should do.

Customer Success Partnership
Proactively collaborates with Customer Success to resolve technical issues before they become client problems.

What a Strong Candidate Looks Like

- ✓ Uses an agentic coding tool (Claude Code, Cursor, or equivalent) **every day** — and can say specifically what they delegate and what they refuse to hand it.

✓ **A strong reviewer.** Catches the architectural problem, not just the typo, and pushes back on output that is confident and wrong.

✓ Product-minded and comfortable getting in front of clients.

✓ **8+ years** shipping real software, including time at a small company owning things end to end.

★ **Bonus:** Our stack (Vue 3, TypeScript, Pinia, PrimeVue, Tailwind; Python, FastAPI, PostgreSQL/PostGIS, Celery, Redis); agent files, skills, hooks, or approval policies written for a whole team.
- ✓ Has coordinated more than one agent at a time and knows the failure modes — goal drift, file collision, runaway loops — and how to guard against them.

✓ Spec-first instinct. Writes down what "done" means before building.

✓ Thinks in systems, loops, and scale: data model, multi-tenancy, observability, and cost across many counties — not one-off fixes.

✓ Excellent communication, collaboration, and problem-solving skills.

★ **Bonus:** Playwright, MCP, feature-flag systems, design systems, Auth0, Sentry, Datadog, AWS — or govtech, proptech, fintech, or another regulated domain.

Benefits

**Competitive Compensation**
Based on experience level

**Remote Work Culture**
Work from anywhere in the US

**Generous PTO**
3 weeks, 4 weeks after year 2

SENIOR SOFTWARE ENGINEER

Make the work of the assessment community easier.

TrueRoll is the AI-powered system of action for assessor offices.

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