

JOB DESCRIPTION TEMPLATE

Weizhen Recruiters - Ready to Customize

INSTRUCTIONS: Replace everything in [BRACKETS] with your specific information. Keep the structure and formatting. This template is SEO-optimized and designed to attract quality candidates.

JOB TITLE: [Senior React Developer — E-Commerce Platform]

LOCATION & TYPE: [Kuala Lumpur, Hybrid (2 days/week office)]

ABOUT THE OPPORTUNITY

[Help us build the next-generation e-commerce platform serving 500K+ sellers across Southeast Asia. As Senior React Developer, you'll own the frontend architecture for our marketplace, drive performance optimization that improves conversion 5%+, and mentor a team of 3 junior developers. You'll work directly with product and design to ship features that 2M+ monthly active users depend on.]

[Your impact: Every line of code you write touches millions of users. Your architectural decisions shape how the platform scales. Your mentorship develops the next generation of senior engineers.]

[Company stage: We've reached RM 200M GMV in 3 years, serve 500K+ sellers, just closed Series B. We're backed by Accel and Sequoia. We're moving fast—expect to ship 20+ features quarterly.]

ABOUT [COMPANY NAME]

[TechCommerce is Southeast Asia's fastest-growing e-commerce platform. Founded in 2020, we've reached RM 200M GMV, serve 500K+ sellers across Malaysia, Singapore, Thailand, and Indonesia, and just closed a Series B at RM 200M valuation. We're backed by Tier-1 VCs (Accel, Sequoia, Tiger Global).]

Our mission: Empower SME retailers to compete globally using our technology.

Our culture: Direct, ambitious, user-obsessed. We move fast, but never ship broken things. We support each other through hard problems. We celebrate wins weekly.]

WHAT YOU'LL DO

- [Design and implement frontend architecture for complex marketplace features; optimize performance (Lighthouse scores >90) serving 2M+ monthly active users]
- [Lead bi-weekly architecture reviews; mentor 3 junior engineers on React best practices, testing strategies, and performance optimization]
- [Reduce frontend bundle size by 30%+ through code splitting, lazy loading, and optimization; set performance targets for the team]
- [Collaborate with product and design; prototype new features to validate concepts before engineering investment]
- [Participate in on-call rotation (1 week/month); troubleshoot production issues and implement permanent fixes]
- [Drive adoption of new tools and frameworks (e.g., Astro, Next.js); evaluate tradeoffs and recommend direction for team]
- [Contribute to hiring; interview and assess junior and senior engineering candidates]

YOU HAVE

Required Skills & Experience:

- 5+ years React development; expert-level JavaScript/TypeScript; deep understanding of React internals (hooks, context, rendering optimization)
- Built and scaled APIs for consumer products; experience with microservices architecture and distributed systems
- Strong problem-solving ability; can debug complex performance issues; think in terms of tradeoffs (speed vs. quality, features vs. technical debt)
- Excellent communication; can explain technical decisions to non-technical stakeholders; comfortable mentoring junior engineers
- Experience shipping products at scale (100K+ concurrent users); understand performance budgets and monitoring

Preferred (Nice-to-Have):

- E-commerce or marketplace product experience (understanding conversion funnels, UX for sellers/buyers)
- GraphQL experience or REST API integration at scale
- Experience with A/B testing and analytics
- Open-source contributions or technical writing/speaking
- Experience in Southeast Asian market or startup expansion

COMPENSATION & BENEFITS

| | |
|----------------|---|
| Salary: | [RM 180K-250K based on experience] |
| Bonus: | [20-30% target annual bonus, tied to performance and company goals] |
| Equity: | [0.1-0.25% (4-year vest, 1-year cliff)] |

Health & Wellness:

- Comprehensive medical insurance (covers family), dental, vision, mental health
- Wellness budget (gym, fitness, mental health)
- Flexible working arrangements

Learning & Growth:

- RM 3K/year learning budget (courses, certifications, conferences)
- Monthly technical talks and knowledge sharing
- Annual conference sponsorship
- Mentorship from VP Engineering

Work & Life:

- Hybrid work (2 days/week in KL office, 3 days/week remote or flexible)
- Flexible hours (no 9-5 requirement; results-based)
- 20 days annual leave + public holidays
- 4 months paternity leave, 4 months maternity leave
- Parental support (flexible schedules around family needs)

HOW TO APPLY

Step 1: Submit Your Application

Send us:

- Your resume and LinkedIn profile
- GitHub profile or portfolio (showing your best work)
- "Tell us about a complex React performance problem you solved and how you approached it" (1-2 paragraphs)

Step 2: What to Expect

- Week 1: Initial screening and feedback
- Week 2: Technical discussion with VP Engineering (30 min video call)
- Week 3: In-depth interview with our team (60 min, in-person or video)
- Week 4: Offer and negotiation

All decisions made transparently. If you don't move forward, we'll tell you why and offer feedback.

Step 3: Questions?

Reach out anytime at: careers@techcommerce.com or message us on [\[LinkedIn @TechCommerce\]](#)

COMPANY CULTURE & VALUES

- ✓ **Direct Communication:** [We say what we mean. No politics. Feedback is constructive, not personal.]
- ✓ **User Obsession:** [We make decisions based on user impact, not internal politics.]
- ✓ **Speed & Quality:** [We move fast, but never compromise on quality. "Shipped is better than perfect" + "it's broken, let's fix it."]
- ✓ **Support Each Other:** [We invest in people. When someone struggles, the team helps. When someone shines, we celebrate.]
- ✓ **Continuous Learning:** [We learn from failures. We celebrate experiments. We grow together.]
- ✓ **Diversity of Thought:** [We hire people who think differently. Best ideas win, not loudest voices.]

ABOUT YOUR TEAM

You'll be working with:

- [VP Engineering, Jane (5 years at TechCommerce, 15 years experience, built team from 2 to 12 engineers)] — Your manager and mentor
- [Product Manager, Amir (3 years, passionate about e-commerce UX)]
- [3 Junior Engineers (1-3 years experience, hungry to learn)]
- [3 Backend Engineers (your counterparts on API team)]

WHAT SUCCESS LOOKS LIKE (First 90 Days)

Day 1-2: Onboarding

- Get your laptop, accounts, access
- Meet the team
- Understand codebase overview
- Set up local environment

Week 1: Learning & Context

- Deep dive on current architecture
- Understand main product flows
- Review recent performance issues
- Meet cross-functional team

Week 2-4: First Contribution

- Pick a well-scoped task
- Ship a feature or fix
- Get code review from team
- Learn our standards and processes

Week 4-8: Ramping Up

- Take on increasingly complex tasks
- Begin mentoring one junior engineer
- Contribute to technical discussions
- Start to own one area

Week 8-12: Productive & Contributing

- Shipping features independently
- Mentoring actively
- Contributing to architectural decisions
- Clear picture of what comes next

RED FLAGS (What Disqualifies You)

- Bad-mouthing previous employers (suggests you'll do the same to us)
- Can't explain your technical work (suggests you didn't actually do it)
- Not interested in mentoring or helping teammates (we value collaboration)
- Inflexible on learning new tools (tech changes; we need adaptable people)
- Unrealistic expectations (e.g., no code reviews, full autonomy without accountability)

FREQUENTLY ASKED QUESTIONS

Q: Is this a permanent role or contract?

A: Permanent. We value stability. After 90-day probation, you're permanent with all benefits.

Q: Can I work from home full-time?

A: We ask for 2 days/week in our KL office (collaboration, team building). 3 days remote is fine.

Q: Do you offer relocation/visa sponsorship?

A: Yes, for strong candidates. We sponsor work visas for expats.

Q: What's the interview like?

A: Technical discussion (30 min) + in-depth team interview (60 min) + offers and negotiation. No "gotcha" questions.

Q: Can I negotiate salary?

A: Yes. Our range is RM 180K-250K. If you have data showing market is higher, we'll listen.

NEXT STEPS

Ready to apply? [[Click here to submit: careers@techcommerce.com](mailto:careers@techcommerce.com)]

Not quite ready? [[Bookmark this page and apply when you are.](#)]

Curious? [[Schedule a 15-min chat with our recruiter: calendly link](#)]

Questions? [[Email us: careers@techcommerce.com](mailto:careers@techcommerce.com)]

JOB DESCRIPTION OPTIMIZATION CHECKLIST

Before posting, ensure:

- Job title is specific (role + seniority + specialization + location)
- First 2 paragraphs are compelling (opportunity + impact, not company history)
- Company context clear (traction, funding, stage)
- 5-7 responsibilities specific and outcome-focused
- Required qualifications are testable and non-negotiable
- 3-5 nice-to-have skills listed
- Compensation fully transparent (salary range, bonus %, equity if applicable)
- Benefits clearly listed (health, leave, flexibility, learning, etc.)
- Clear next steps (how to apply, timeline, FAQs)
- Culture/values reflected in language
- 600-800 words (scannable, not essays)

SEO Checklist:

- Keywords in title (role + seniority + specialization)
- Primary keyword in first 100 words
- Headers are descriptive (not just 'Job Description')
- Location mentioned (KL, Malaysia, Hybrid, etc.)
- Content is specific (not generic)
- Internal links (if posting on website: link to team page, careers page, blog)

CUSTOMIZATION TIPS

1. Replace all [BRACKETS] with your specific information
2. Adjust competencies for your role type (tech, sales, finance, ops)
3. Update salary ranges to match your market data
4. Customize benefits to match what you offer
5. Add specific technical requirements for your role
6. Include your company's actual culture/values
7. Mention specific products/projects if possible
8. Add your unique selling points (why someone should join YOU vs. competitors)

Example variations:

For Finance Manager role: Replace "React/Frontend" with "FP&A/Financial Modeling". Replace "E-commerce metrics" with "SaaS metrics (CAC, LTV, churn, NRR)"

For Sales Manager role: Replace technical sections with sales methodology, quota, compensation structure. Add details on team size, territory, industry focus.

For Startup role: Emphasize equity and upside potential. Add "chaotic but fun" culture notes. Be realistic about work-life balance.

Questions or Need Help Customizing?

Contact: <https://weizhen.org/contact>

We can help you: Customize this template • Optimize for SEO • Test with candidates • Implement in your recruiting system

Last Updated: January 2025 | **Format:** PDF (editable Word/Google Docs version available) | **Usage:** Free to use and customize