

QA Engineer

Reports to: VP Engineering.

Location: Remote with focus on USA and UK. Headquarters in Campbell California, office in Glasgow Scotland, additional team members in Ohio.

Travel: 0-10%.

PACE Anti-Piracy is a global leader in robust application protection and license management products and services. We make the strongest-available protection for markets that are aggressively attacked like Pro Audio and Finance. PACE's products and services protect billions of dollars of intellectual property used by millions of users, worldwide.

We are searching for a QA Engineer to join our team.

For this role, we seek a QA engineer with experience testing desktop software and websites, especially products that are developer tools.

Our team is composed entirely of experienced staff who work together to build and deliver software. This role isn't just about doing the work; we are looking for someone who will bring new ideas and new experiences and make our overall team better.

Developer experience is a big plus. Test automation experience via scripting (vs. manually training a bot where to click) is a big plus. Mobile expertise and Linux expertise are both helpful, but the focus is on Mac and Windows desktop, and websites.

PACE is not a typical software company.

Our software team is small (<20 people), but we've been the market leader in software licensing and protection for Pro Audio for decades, and we're branching out into new markets and new technologies. We have deep technical expertise in low-level (native) software protection, we develop and operate mission-critical services that process thousands of transactions per second, and we develop and sell hardware security devices. Our leadership and product teams have deep technical and industry experience, and many of our people have worked with PACE for decades.

Our employees enjoy competitive compensation with bonuses, 100% paid insurance premiums (including dependents), 401K matching, substantial PTO, and a great culture.

This isn't a "stay in your box" role.

Our team is small and our culture is optimized for experienced people – you'll have freedom to make decisions about what we should do and how, and to establish new norms about how we

work. We hire people who will get the job done, and who don't want all the process and oversight of a larger company. If that sounds like you, we encourage you to apply.

Position summary

You will be a key member of our QA team, responsible (with the rest of the team) for testing multiple products both during development and before release. These products include:

- Developer tools, APIs, and sample projects
- Developer websites and web services
- End user desktop applications, system services, and installers
- End user websites
- Internal websites

You will learn and work with the complete breadth of PACE's products.

Primary platforms today are Mac and Windows (and web), but Linux is on the horizon.

We use a story-based ("agile") development and testing process, plus pre-release regression testing generally scaled to the scope and significance of the release. We have extensive developer test automation and are always looking for ways to expand our QA test automation.

Your primary teammates will be in the US/Pacific and US/Eastern time zones. Regardless of the time zone you are in, you will need to be available at least three days a week from 9am-11am Pacific time.

Required qualifications

- 3+ years of professional QA / testing experience.
- Experience testing or using software development tools on macOS or Windows.
- The judgment to make good decisions about what to test, how to test it, and how much time to invest in testing it.
- A strong ability to communicate ideas and details (e.g. bug reports) effectively.
- Availability to be "at work" from 9-11am Pacific time, three days a week.

Preferred qualifications

- 2+ years of experience at a small software product company.
- Experience or qualifications as a software developer.
- Scripted test automation experience.
- Proximity to San Jose California, Cleveland Ohio, or Glasgow Scotland.

To apply, email your resume to jobs@paceap.com. No recruiters, please.