



Senior Software Engineer

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at a glance

STATUS	Full-time with benefits
LOCATION	Remote/United States
SALARY RANGE	\$120-\$150k depending on qualifications

01

the role

We're hiring a full-time, full-stack Laravel developer to serve as the primary software engineer on a new commercial SaaS platform. You will own the product end-to-end, from initial architecture through launch and into ongoing support, maintenance, and iteration.

This is a greenfield project, and the opportunity to architect a purpose-built GovTech product from scratch with direct access to the subject-matter experts and municipal customers who will use it. The right candidate is equally comfortable making architecture decisions, shipping polished features, and sitting in a room with non-technical users to understand their workflow.

We're looking for someone comfortable with a high degree of autonomy and eager to make an impact improving communities across the country.

02

the product

Capital projects are among the most expensive, visible, and politically sensitive activities local governments undertake, yet they are typically communicated through static PDFs, one-off presentations, and disconnected web pages. Existing software in the space focuses on budgeting, engineering, or construction management. None provide a structured, non-engineering framework for scoping projects and translating internal progress into stakeholder-ready narratives.

Our platform will provide a systematic, lifecycle-based approach to defining capital projects from inception through completion, paired with communication tools that turn internal status into clear, public-facing updates. The product is multi-tenant, subscription based, and intended to serve many municipal clients at scale.

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about us

ZacTax is a division of Eight20 Consulting LLC, a Texas-based firm specializing in revenue analysis, forecasting, and strategic services for municipalities across the United States. We work directly with city managers, finance directors, economic development professionals, and elected officials to solve the toughest challenges cities face. This gives us deep, first-hand understanding of the problems this new platform is being built to solve. Joining us means building a product with a clear commercialization path and a founding team that knows the end-user intimately.

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responsibilities

Architecture and Development

- Architect and build a multi-tenant Laravel SaaS application from the ground up, including data models, authentication, authorization, and tenant isolation.
- Develop a modern, responsive front-end.
- Design and implement the capital project lifecycle workflow: scoping, prioritization, approval, delivery tracking, and public communication.
- Build stakeholder-facing views (public project pages, status dashboards, narrative generators) distinct from the internal workspace.
- Implement role-based access control for city staff, executive users, and public/read-only consumers.

Quality, Security, and Operations

- Write clean, well-designed, and maintainable code with automated tests and maintain CI/CD pipelines.
- Implement security best practices appropriate for a platform serving governmental clients, including secure authentication, audit logging, and data protection.
- Set up and maintain staging and production environments.
- Monitor application performance and reliability; triage and resolve production issues.

Collaboration and Product Development

- Work with ZacTax leadership and client teams to translate capital project consulting expertise into product features.
- Participate in discovery sessions, requirement reviews, and iterative product feedback-cycles.
- Document the codebase, data model, and operational procedures so the product is maintainable long-term.
- Contribute to release planning, estimation, and prioritization.

05required
qualifications

- 4+ years of professional PHP development experience, with at least 3 years of hands-on Laravel work.
- Demonstrated experience architecting and shipping production SaaS applications end-to-end.
- Strong command of Laravel's Eloquent ORM, database design (MySQL/Postgres), migrations, and query optimization.
- Proficiency with at least one modern Laravel front-end approach: Inertia + Vue/React, Livewire, Blade + Alpine.js.
- Solid understanding of RESTful API design, authentication (Sanctum/Passport), and queues (Horizon/Redis).
- Experience implementing multi-tenancy in Laravel.
- Competence with Git, GitHub, code review, and CI/CD.
- Strong written and verbal communication: comfortable working directly with non-technical stakeholders (city staff, consultants, executives).
- Must be authorized to work in the United States without sponsorship.

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nice-to-haves

- Prior experience building GovTech, civic tech, or B2B SaaS products serving state or local governments.
- Experience with agentic coding platforms
- Familiarity with capital improvement planning, municipal budgeting, or public sector project management workflows.
- Experience with Laravel's hosting ecosystem including Laravel Forge, Cloud, or Vapor.
- Background in accessibility (WCAG 2.1 AA) which is important for public-facing government products.
- UI/UX/design sensibility and ability to work from wireframes or low-fidelity mockups.
- Experience designing for non-technical users (clear workflows, minimal jargon).

07job details and
benefits

This is a full-time, W-2 salaried position, including a benefits package (health insurance, 401k), paid time off, and company holidays.

This is a remote-first position within the United States, with occasional travel to staff or client sites for in-person working sessions (travel expenses paid/reimbursed). Candidates based in Texas or the broader DFW area are a plus, but not a requirement.

This position comes with a competitive annual salary commensurate with experience.

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how to apply

Please submit the following to jobs@zactax.com:

- An email with subject: Application for Senior Software Engineer
- A brief cover letter describing your interest in the role and relevant Laravel SaaS experience.
- A résumé or LinkedIn profile.
- Links to production Laravel applications you have built or substantially contributed to.
- Links to any open-source projects you manage, or open-source pull requests you have written.
- Your earliest available start date.

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other notes

- ZacTax is based in the Dallas/Fort Worth area, with staff members across the United States.
- We are a fully-remote company, providing software and consulting services to cities, counties, and other local governments in Texas, California, Colorado, Washington, and Utah.
- We're a small team with a flat organization that's not afraid to move fast and get things done.
- All intellectual property developed in the course of employment is owned by ZacTax under standard work-for-hire terms.
- ZacTax is an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, veteran status, or any other protected characteristic.
- Learn more about us at www.zactax.com.