



Full Stack Developer

ABOUT VIRGA LABS

Virga Labs is a women-owned, mission-driven water and natural resource consulting firm based in Tucson, Arizona. We build integrated modeling, analysis, and data visualization tools that demystify complex problems at the intersection of water, climate, and society. We believe that the democratization of data, paired with artful design, inspires creativity and empowers change agents to build a resilient future. We develop interactive decision support tools and immersive storytelling mediums that create actionable data experiences for our clients and collaborators.

Our expertise lies in transforming complex climate, hydrogeologic, and water resource data into intuitive, accessible tools for decision-makers. We work with governments, non-profits, and universities to address water and climate issues across the U.S., driving engagement and collaboration. Our solutions have translated complex data and legal frameworks into intuitive, actionable tools and maps that enhance stakeholder understanding and facilitate productive dialogue, both online and in-person.

We're seeking a self-directed, experienced Full Stack Developer with a front-end focus to join our close-knit team and help us build cutting-edge web applications and data visualization platforms that make a real impact on water and climate challenges.

KEY RESPONSIBILITIES

- Lead the development and enhancement of client websites and web applications with an emphasis on responsive UI/UX
- Design and implement interactive data visualizations and map-based interfaces for public tools
- Collaborate in Figma with our Creative Director to design and prototype user interfaces that support client needs and feedback
- Translate collaborative prototypes into responsive, performant web applications
- Implement and maintain CMS integrations for content management across multiple client platforms
- Ensure all applications are optimized for SEO and performance across different client requirements
- Collaborate with designers, analysts, and other developers to bring environmental and climate data to life
- Demonstrate a high degree of autonomy and initiative while effectively engaging with team members for collaborative problem-solving
- Proactively identify and solve technical and product challenges with minimal oversight
- Contribute to architectural decisions and technical strategy for web-based products
- Maintain and improve existing web applications and dashboards for ongoing client projects

This is a full stack role with a strong emphasis on frontend development, UI/UX design implementation, and data visualization.

TECHNICAL SKILLS & QUALIFICATIONS

- At least 3 years of full stack or front-end development experience in an independent or small team environment
- Strong proficiency in modern web technologies:
 - Front end: JavaScript/TypeScript, with experience in frameworks like SvelteKit, Next.js, or similar
 - Back end: Familiarity with building and consuming RESTful APIs (Django REST Framework or similar)



- Database: SQL and NoSQL databases
- Experience with data visualization libraries (D3.js, Chart.js, etc.)
- Experience with Content Management Systems, especially Sanity CMS, or a willingness to quickly learn
- Comfortable working in Figma to translate design prototypes into responsive, production-ready code
- Knowledge of SEO best practices and web performance optimization
- Comfortable working with version control (Git) and modern development workflows
- Experience developing products that adhere to WCAG Accessibility Standards
- Self-directed with strong problem-solving abilities and attention to detail
- Excellent communication skills and ability to work collaboratively in a remote environment

PREFERRED QUALIFICATIONS

- Background in environmental, water, or climate-related projects
- Familiarity with GIS technologies and mapping applications

LOCATION & WORK ARRANGEMENT

- **Preferred location:** Arizona, New Mexico, or Colorado
- Remote work with occasional travel for team meetings and conferences
- Must be authorized to work in the United States

COMPENSATION & BENEFITS

- Salary: \$120,000 annually, commensurate with experience
- Health, dental, and vision insurance (individual premiums paid by Virga Labs)
- 401(k) plan
- 16 paid holidays per year
- Flexible vacation policy
- Professional development opportunities

START DATE

As soon as August 2025

WHY YOU'LL LOVE WORKING HERE

- Make a real impact on critical water and climate challenges
- Work with cutting-edge technology in the environmental sector
- Collaborative, mission-driven team environment
- Opportunity for professional growth in a rapidly expanding field
- Flexible work arrangements and strong work-life balance

TO APPLY

Please send a cover letter and resume, as a combined PDF, to team@virgalabs.io with the subject line "Full Stack Developer Application" by 5pm PT on Monday, July 7th.

NOTE

Virga Labs is an equal opportunity employer and prohibits discrimination against applicants and employees on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, disability status, or any other legally protected status.