Lead Full-Stack & Mobile Product Engineer

The role: Lead Product Engineer for SeedSource. You will rebuild our existing suite of software applications and workflows on a modern stack, on strict timelines, and take it statewide in New York in 2027. **Salary:** $100-140k, with benefits, a performance bonus and relocation assistance for qualified candidates. **To apply:** send your resume and cover letter to careers@archewild.com and complete the screening questionnaire (details under How to Apply).

ArcheWild is a professional ecological restoration firm operating throughout the mid-Atlantic. We tackle some of the largest and most complex restoration programs on the East Coast. **We are not a carbon credit or mitigation bank.**

The Opportunity

SeedSource is ArcheWild's native plant and ecological restoration supply-chain platform, in daily use for more than seven years by collectors, growers and restoration teams from Massachusetts to North Carolina. It traces every plant from mother tree to planting site. It has also outgrown the tools it was first built on.

In 2027 we're rebuilding it on a modern stack and taking it statewide in New York, where the NYS Department of Environmental Conservation (DEC) has selected ArcheWild to build the state's first source-identified seed-to-forest supply chain. That means one app that works on a phone in the field and on a desktop in the office, with access levels for everyone from first-time seed collectors to nursery managers and ecologists.

This is a builder's job. As our Lead Developer, you'll ship software that real people use in the field within weeks, then make it good enough that collectors and growers stop using anything else. For the right person, the job grows from there: as we offer SeedSource to restoration organizations beyond our own region, you'll lead it as a product.

What you'll ship in 2027

First, by spring 2027

- Move SeedSource off AppSheet and Google Sheets into PostgreSQL/PostGIS without losing anything, with a spreadsheet-style admin view (e.g., NocoDB) so staff can still inspect and edit records directly.
- Data model updates for New York ecoregions, seed transfer zones and provenance tracking, built from day one for every access level and for more than one organization.
- A polished, offline-first mobile version of SeedSource covering seed collection and the grower network: GPS-based site mapping and collection logging, live with New York boundary maps.

Then, through the rest of the year

- Features for each access level, from Collector and Scout up to Curator, Nursery and Ecologist, added to the same app as our network needs them. There is one app for everyone: what you see depends on your role, on phone and on desktop.
- Data import/export to ArcGIS Survey123, which many of our partners already use.
- A grower onboarding flow, a CSV inventory uploader, and inventory APIs for nurseries with their own systems.
- A public multi-grower directory on the ArcheWild website, built on the same SeedSource backend, with 25 New York growers connected by the end of 2027.

- A connection between the online collector-certification course and the collector registry.

What you'll do

Build SeedSource

- Own the architecture: the data model, offline sync, permissions, and the Flutter app for phone and desktop.
- Plan and run the move off AppSheet and Google Sheets, and keep today's users working while you do it.
- Make the technical calls, write them down, and ship in small pieces that real users can try.

Make it the app people choose

- Sweat the design. Collectors use this outdoors, often one-handed and with no signal. It has to be fast, clear and good to look at.
- Know the alternatives (Terraware, Survey123, iNaturalist, a paper notebook) and give people a reason to switch.

Drive adoption

- Talk directly with collectors, growers and ecologists, and turn what they need into working features.
- Help produce training materials, take part in workshops, and run a small helpdesk for network users.

What you bring

- 5+ years building and shipping full-stack applications, including at least one mobile or offline-first app that real users relied on daily.
- Strength in Flutter/Dart (strongly preferred; strong React Native or native mobile developers ready to pick up Flutter will be considered), and PostgreSQL.
- Experience moving a live system's data into a new database without losing or breaking it.
- Experience designing role-based access, where different users see and do different things.
- API design and integration experience, and comfort with messy real-world data.
- Product sense and design taste: can show us something you shipped that people chose to use
- Willingness to work on-site in Quakertown, PA on a periodic basis and to travel occasionally.

What's hard about this job (we'd rather tell you now)

- You're the lead. You'll make most of the technical calls yourself and live with them.
- The grant sets the first deadlines. Seed ripens when it ripens, so the first mobile release can't slip.
- You're rebuilding a system people use every day. The old one has to keep working until the new one is ready.
- Your users are botanists, collectors and nursery growers, not engineers. Some will love it. Some will need convincing, in person.
- The job is wider than code: training, workshops and user support are part of it.

Where this role goes

- Finish the platform, help re-envision our EVALUATE and ASSESSOR modules, and help shape a subscription model for organizations outside our region.
- Grow into the role of a product manager, grow the user base and your own team

How to Apply

Send three things: 1) your resume, 2) questions that you have about our current stack and/or the user base. Send both to **careers@archewild.com**, and 3) complete the **screening questionnaire**.

The questionnaire takes about 45 minutes. Applications missing any of the three are not reviewed. We review applications on a rolling basis and reply to every applicant.

Our process (about 4 weeks): a scored questionnaire; a 30-minute call; a 60-minute conversation with leadership; a 90-minute working session on our real milestone plan; a visit to the nursery hub to meet the team; and references.

About ArcheWild. We have our own R&D group and native plant nursery. For nearly 20 years we've collected seed, grown provenance-tracked native trees and shrubs, and planted them on restoration projects from New England to the mid-Atlantic. We built SeedSource, a supply-chain database that traces every plant from mother tree to planting site. Our clients include The Nature Conservancy, the National Park Service, the U.S. Forest Service, and conservancies and engineering firms across New York. We're a hands-on, science-driven team that holds itself to a high standard and works hard to get things right the first time.

What we offer. Salary range of $100-140k with health and life insurance · ample paid vacation and holidays · performance bonus program · 401(k) · relocation assistance for qualified candidates · mileage reimbursement for travel · training and certifications paid by ArcheWild · a role in building New York's native tree supply chain from the ground up.

Equal opportunity. ArcheWild is an equal opportunity employer. We consider all qualified applicants regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic. If you need an accommodation to apply or interview, including completing the questionnaire another way, email **careers@archewild.com**.