

Opportunity Details

Software Engineer (MERN Stack)

Location: Flexible (Houston, Dallas or Austin, TX preferred)

About M1neral:

M1neral is an early-stage software company reimagining how the energy industry manages assets, data, and deals. Our purpose-built platform empowers energy companies, asset managers, and acquisition teams to streamline complex workflows, centralize critical information, and operate with greater speed and clarity across the enterprise.

We're not just building tools – we're delivering the next evolution of energy technology. At M1neral, we believe that modern energy operations demand modern solutions, and we are proud to be at the forefront of digital transformation in one of the world's most vital industries. With a focus on continuous innovation and customer success, we deliver intuitive, feature-rich software that drives smarter decision making throughout the organization.

Who we are looking for:

We're looking for a highly motivated, detail-oriented Software Engineer with MERN stack experience to join our growing team with a focus on support, QA, and release management. In this hybrid role, you will spend about 50% of your time coding in React - delivering minor features, fixing bugs, and shipping critical patches - and the remainder of time ensuring smooth releases by coordinating QA workflows, validating fixes, resolving technical issues, and supporting ongoing product operations.

You'll play a key role in making sure code changes are properly tested, validated, and released with stability. Your day-to-day will include triaging support issues, managing and merging releases, validating fixes, and monitoring production health.

Your primary responsibility will be to coordinate release workflows with our development team while contributing code in our MERN stack. You'll serve as a hands-on problem solver—troubleshooting issues, fixing minor bugs and small features in React, and supporting our QA process by testing and validating new features before release.

This role is ideal for someone who wants to stay hands-on with code while also gaining experience in release engineering, DevOps, and technical leadership. You'll thrive here if you're passionate about modern software delivery practices, databases (SQL and MongoDB), cloud infrastructure, and

emerging AI tools—and want to make a real impact in a fast-paced, high-growth environment.

Responsibilities:

- Implement small features and bug fixes in React and occasionally across the MERN stack.
- Strong fluency with MongoDB, including querying, data modeling, and performance awareness
- Triage and troubleshoot support issues, coordinating fixes with the development team when needed.
- Manage release workflows, including reviewing pull requests, merging changes, and ensuring smooth deployments.
- Support product releases by executing QA and regression testing and validating key fixes.
- Monitor production stability, identify issues, and escalate or roll back as appropriate.
- Collaborate with engineering to prioritize, test, and resolve technical issues efficiently.
- Contribute to continuous improvement initiatives by suggesting enhancements to QA, release, and support processes.
- Periodically provide after-hours or weekend support for urgent issues.

Requirements & Qualifications:

- Hands-on coding ability in React and JavaScript, with experience debugging and fixing minor issues.
- Familiarity with Node.js and broader MERN stack fundamentals.
- Understanding of QA workflows and testing practices (manual or automated).
- Experience with Git workflows (branching, pull requests, code merges, CI/CD pipelines).
- Strong debugging and problem-solving skills across both application and release workflows.
- Detail-oriented, organized, and capable of managing multiple tasks in parallel.
- Strong sense of ownership and accountability in ensuring stable, high-quality releases.
- Previous experience in SaaS, enterprise software, or energy technology is a plus.

Compensation & Perks:

- Base salary of \$65,000-\$75,000 depending on experience

- Potential for additional bonus compensation for high performers
- Health, dental, vision, and 401(k)
- Generous paid time off and company holidays
- Flexible remote work policy
- Direct access to leadership and real career growth opportunities
- Opportunity to have a meaningful impact in a growing, mission-driven tech company

Additional Info:

- Candidates must be authorized to work in the United States at the time of application, as we are unable to sponsor visas for this position. If applicable, it is the candidate's responsibility to maintain valid work authorization throughout the duration of employment.