

Web Developer

FULL-TIME REMOTE

You build the interfaces and integrations behind the experiences we design — accessible, fast, and faithful to the intent that was agreed.

About ThinkScale Labs

We are an end-to-end digital innovation and transformation partner for premium and luxury brands. Most digital investment fails not for want of technology but for want of alignment, so we work across strategy, experience and engineering together rather than handing work between them. We are early, deliberately small, and intend to stay selective.

What you will do

- Build responsive, accessible front-end interfaces from design intent, without drift between what was designed and what ships.
- Integrate the systems behind them — CMS, commerce, product information and digital asset management — and keep the seams invisible to the customer.
- Hold performance and accessibility budgets as delivery criteria, not as a clean-up pass.
- Work directly with design and strategy from the first question, and stay with an engagement after launch, where most of the work actually is.
- Write code that the next person can read: reviewed, documented where it is not obvious, and consistent with what surrounds it.

What we are looking for

- Two or more years building production web front-ends, or a body of work that shows the same.
- Genuine command of HTML, CSS and JavaScript — not only of a framework that generates them.
- Practical experience with at least one modern framework, and the judgement to know when a project does not need one.
- Comfort integrating REST or GraphQL APIs, and reading someone else's back end well enough to ask the right question.
- Git, code review, and the habit of testing across browsers and devices before calling something done.
- Care about the details a client will never name but will feel: type, spacing, motion, load.

Useful, not required

- Headless CMS or composable commerce work.
- Animation and interaction work with GSAP, WebGL or similar.
- Performance tooling — Lighthouse, Core Web Vitals, real-user measurement.
- CI, build tooling and deployment pipelines.

How to apply

Send your CV and a link to work you are proud of to ThinkPad@ThinkScaleLabs.com, with **Web Developer** in the subject line. Tell us in a few lines why this work interests you. We read everything and reply to everyone.