



<https://excelnearshore.com/job/salesforce-developer/>

Salesforce Developer

Description

Excel Nearshore is seeking an experienced **Salesforce Developer** to design, develop, and maintain scalable Salesforce solutions that support business operations. The ideal candidate will have strong expertise in Apex, Lightning Web Components (LWC), integrations, and Salesforce platform best practices. This role requires excellent problem-solving abilities, strong communication skills, and the ability to collaborate effectively with cross-functional teams in an Agile environment. This is a fully remote and full-time position.

Responsibilities

- Develop and maintain custom Salesforce applications using Apex, including custom classes, triggers, controllers, and asynchronous processing (Batch Apex, Queueable Apex, Future Methods, and Scheduled Apex).
- Design scalable and efficient solutions while adhering to Salesforce governor limits, coding standards, and platform best practices.
- Write optimized SOQL and SOSL queries to retrieve, manipulate, and search Salesforce data efficiently.
- Build modern, responsive user interfaces using Lightning Web Components (LWC), JavaScript, HTML, and CSS.
- Develop and consume REST and SOAP APIs to integrate Salesforce with external applications and enterprise systems.
- Create reusable and maintainable code with a strong focus on performance, scalability, and security.
- Write comprehensive unit tests to achieve and maintain 75%+ code coverage, ensuring high-quality deployments.
- Implement Salesforce security best practices, including CRUD, Field-Level Security (FLS), sharing rules, roles, profiles, permission sets, and record-level access controls.
- Participate in code reviews, debugging, troubleshooting, and performance optimization.
- Collaborate with administrators, business analysts, QA engineers, and stakeholders to translate business requirements into technical solutions.
- Support Salesforce deployment activities using change sets, Salesforce DX, or CI/CD pipelines.
- Maintain technical documentation, including solution designs, code documentation, and deployment procedures.

Qualifications

- Strong experience developing on the Salesforce Platform.
- Proficiency in Apex, Lightning Web Components (LWC), JavaScript, HTML, and CSS.
- Strong knowledge of SOQL, SOSL, Salesforce data modeling, and platform architecture.
- Experience with Salesforce integrations using REST and SOAP APIs.
- Solid understanding of Salesforce security model, governor limits, and development best practices.

Hiring organization

Excel Nearshore

Employment Type

Full-time

Beginning of employment

ASAP

Duration of employment

Indefinite

Industry

Technology

Job Location

Costa Rica / México

Remote work from: Costa Rica; México

Date posted

July 23, 2026

- Experience writing unit tests and maintaining Salesforce code coverage requirements.
- Strong analytical, troubleshooting, and problem-solving skills.
- Excellent verbal and written communication skills with the ability to work effectively in a collaborative team environment.
- Experience working in Agile/Scrum development methodologies is preferred.

Preferred Qualifications

- Experience with Salesforce Field Service (FSL) is highly desirable.
- Salesforce Platform Developer I and/or Platform Developer II certification is a plus.
- Experience with Salesforce DX, Git, DevOps, or CI/CD tools is preferred.
- Knowledge of Flow, Platform Events, and asynchronous integrations is an added advantage.

Contacts

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