

# >> Senior Integration Specialist

**Location:** Remote

**Position Type:** Full-Time

## Company Overview

accelant is a premier HubSpot solutions partner agency dedicated to catapulting businesses to new heights through expert guidance and innovative strategies. With a proven track record, we specialize in launching HubSpot platforms and optimizing them for accelerated growth. Our seasoned team is comprised of more than 25+ industry-leading professionals skilled in marketing, sales, service, and revenue operations. Founded by George Roadman, who witnessed firsthand the transformative potential of HubSpot, accelant was born out of a mission to empower businesses with the same success. Join us in shaping the future of business growth acceleration through HubSpot!

## Role Responsibilities Overview

As a Senior Integration Specialist at accelant, you will lead the architecture and delivery of robust, scalable integrations between HubSpot and external systems (CRM, ERP, e-commerce, data warehouses, and other SaaS platforms). You will own technical discovery, solution design, implementation, and post-launch reliability. This role is ideal for an engineer who combines strong API and data engineering fundamentals with excellent client-facing communication and a bias for maintainable, production-grade solutions.

## Key Responsibilities

- Lead technical discovery with clients: clarify business goals, map end-to-end processes, and translate requirements into integration designs and delivery plans.
- Design integration architectures and data flows (event-driven, batch, and hybrid), including idempotency, retries, and reconciliation/backfill strategies.
- Document data models, mapping logic, and solution designs (diagrams, specifications, and client-facing documentation) to ensure maintainability and knowledge transfer.
- Implement integration workflows using middleware platforms such as n8n (and similar iPaaS tools), and interact directly with REST and SOAP APIs to build reliable data pipelines.

- Write and maintain JavaScript, Python, SQL, etc. to support complex integration logic, data transformations, and workflow automation.
- Develop and maintain HubSpot integrations with a strong understanding of HubSpot CRM objects (including custom objects), associations, pipelines, and common sync failure modes.
- Establish integration reliability practices: structured logging, monitoring/alerting, error queues or dead-letter patterns, and operational runbooks.
- Document data models, mapping logic, and solution designs (diagrams, specifications, and client-facing documentation) to ensure maintainability and knowledge transfer.
- Contribute to internal libraries, templates, and tooling that accelerates future delivery.
- Mentor and unblock peers on integration approaches, debugging strategies, and best practices; raise the overall engineering bar across projects.
- Manage priorities effectively in a remote-first environment; communicate status, risks, and tradeoffs proactively to internal stakeholders and clients.

## Qualifications

- 7+ years of experience in integration engineering, automation engineering, or a closely related role delivering production integrations.
- Demonstrated expertise integrating SaaS platforms, including deep experience with HubSpot (APIs, data model, common CRM workflows, and troubleshooting sync issues).
- Strong proficiency in JavaScript and/or Python, plus SQL for data manipulation and troubleshooting.
- Strong understanding of API architectures and integration patterns, especially REST (and SOAP where required), webhooks, pagination, and rate-limit handling.
- Experience with middleware/iPaaS tools such as n8n, Zapier, Celigo, Make, or similar.
- Solid data modeling fundamentals (entities, relationships, normalization/denormalization) and experience designing mappings across systems.
- Strong debugging and incident response skills in client environments, including diagnosing data quality issues and integration failures end-to-end.
- Experience implementing security best practices for integrations (secure handling of PII, secrets management, least-privilege access).
- Hands-on experience with testing and deployment practices for integration code (sandbox/staging validation, CI/CD familiarity preferred).
- Proven client-facing communication skills: ability to explain complex technical topics, lead working sessions, and produce clear documentation.
- Highly organized, self-motivated, and able to deliver projects on time and within scope in dynamic or ambiguous contexts.

## Preferred/Bonus Qualifications

- Experience managing a CRM, ERP, or similar system.
- Experience with HubSpot workflow automation, custom actions, and UI extensions.
- Experience with React.js and front-end customization, especially within HubSpot.
- Familiarity with data warehousing/ELT patterns and tools (e.g., Snowflake/BigQuery/Fabric) and/or event-driven systems.
- Experience with observability tooling (structured logs, metrics, tracing) and alerting best practices.
- Prior consulting experience delivering solutions to multiple clients across different industries.

## What Success Looks Like (First 6-12 Months)

- Deliver multiple client integrations that are stable, observable, and maintainable, with clear documentation and clean handoffs.
- Reduce integration incidents through better testing, monitoring, and operational playbooks.
- Establish reusable patterns and internal tooling/templates that accelerate delivery across the integration practice.
- Become a trusted technical partner to clients and internal teams, confidently leading discovery and solution design

## Compensation and Benefits

- Competitive salary
- 401K program
- Health benefits
- Employee equity program
- Flexible PTO + Company holidays
- Laptop provided
- Remote work environment with flexible scheduling
- Innovative, collaborative work environments

## How to apply

Please [apply on our website](#). For questions, reach out to [jeremy.carlson@accelant.com](mailto:jeremy.carlson@accelant.com).