

Back-End Developer / Software Engineer (Intermediate - Senior)

Headlines

Location: Belfast, Northern Ireland. Open to remote UK candidates.

Nominal Salary Bracket: £50,000 - £65,000 PA.

Nominal Seniority Level: Intermediate - Senior

Company

Like building things? Hate corporate inefficiency or the typical 'we can turn lead into gold' start-up nonsense? Want some proper autonomy? Come and work with us.

Anneal is a Belfast-born start-up with roots in elite motorsport, and we're building hardware-focused software for the advanced engineering space. Our target customers are the most capable hardware teams on the planet - think Formula One teams and aerospace and defence firms. Our goal is to give these teams the tools required to help engineers operate more effectively, and help them capture, manage, and deploy technical knowledge that might ultimately mean the difference between winning and losing, or life and death.

To achieve this, we're currently building a compact, autonomous team of the sharpest people we can find - people who can think for themselves, spot problems, analyse issues, and invent solutions. Technical arguments are also fine with us.

Role

We are currently recruiting for a back-end focused software engineer to help lead the charge on back-end development. Our back-end tech stack is python 3.8/Flask/SQLAlchemy/Postgres, all currently running on AWS.

Our qualifications, skills, and experience wish-list; the more you have the better, but we appreciate that an individual with all of this experience probably doesn't exist:

- Good computing/engineering/scientific qualification.
- 3+ years of experience in commercial software development - ideally with good experience of:
 - Python.
 - Flask (or AWS Chalice).
 - Postgres (or MySQL etc.).
 - SQLAlchemy.
 - AWS - to include experience of designing system architecture, and specifically of CloudFormation, Aurora/RDS, EC2, and ElasticBeanstalk.
 - Bash - to include being comfortable operating via the terminal over an SSH connection (Ubuntu & Amazon Linux).
 - DevOps practices - CI/CD pipeline definition, writing robust test harnesses etc.
- Capable of writing solid, performant, highly reusable, well tested code.
- Experience of one or more modern cloud platforms, ideally AWS, for building scalable, cloud-native applications.
- Experience of deploying modern web applications in on-premise scenarios: NGINX/gevent/greenlet.
- Good mathematical ability and professional exposure to statistics/data science/ML practices, particularly NLP: textract, NLTK, GPT-3, AWS Comprehend.
- Experience of authorisation patterns for SPA web apps.
- Experience of GitLab and/or JIRA - particularly if there are aspects of these systems that you'd love to tear up and redesign.

- Good written/verbal communication skills, to include the ability to explain things clearly, and write in coherent English.
- Experience of the engineering space and engineering workflows - for example, from the automotive or aerospace sectors.
- Good general problem solving ability and adaptability - to include a willingness to try and tackle things you've never seen before, as and when required.

In the next 12 - 18 months, we want you to:

- Develop, from scratch, new product features.
- Help guide, steer, and contribute to the new feature concept process.
- Critically review the existing prototype, then suggest, prioritise, and implement improvements.
- Continuously improve product performance, refine product features, and take charge of all aspects of back-end development.

In return, we will really endeavour to treat you as well as we possibly can. For the time being, that looks like:

- Salary range in the £50k - £65k region.
- Generous options package - up to 2% for the right candidate.
- 25 days holiday + bank holidays.
- Private health insurance.
- Flexible working - we care about output, not your ability to sit at a desk drinking tea and looking busy.
- Guidance over whatever other perks we may offer. This is going to be whatever we can afford that you think would make a difference - whether that's a gym membership, training courses, home broadband allowance etc. You tell us - as we imagine that our ideal candidates would prefer to be given agency over these, rather than have their salary be reduced relative to market standard, then be told that they ought to be grateful for some low quality free pens, cheap and ill-fitting t-shirts, or an ageing communal bowl of fruit.

We are currently in the process of setting up new offices close to Belfast city centre, but plan to be very flexible on if and when people use these facilities.

Role Flexibility

We would also invite applications from any exceptional engineers with interest in the project, irrelevant of their experience level.

Application

To apply, please send your CV to contact@anneal.co.uk