

SENIOR DEVELOPER

JOB DESCRIPTION



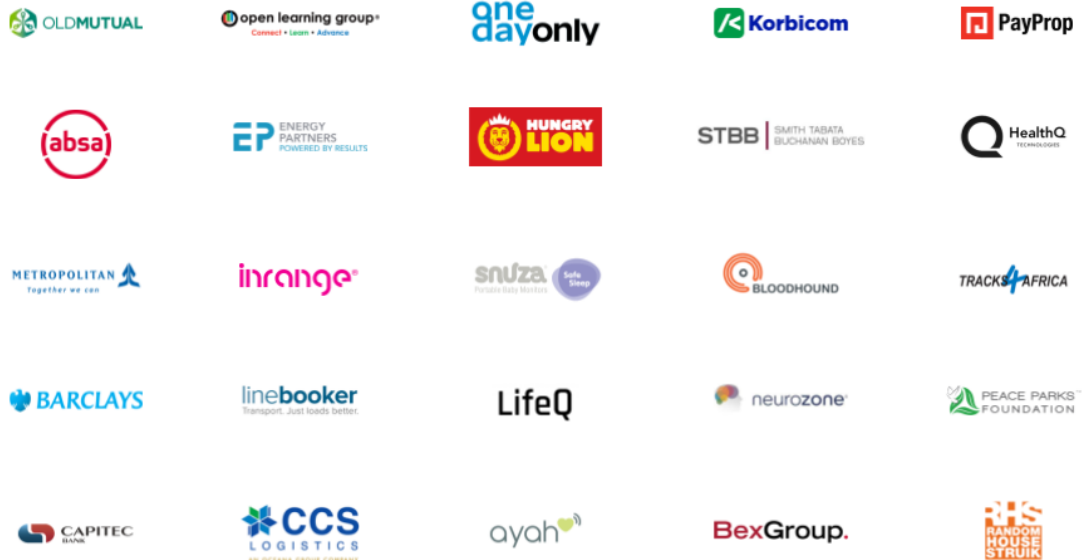
polymorph

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Polymorph Systems (Pty) Ltd | VAT no: 4210194777 | Registration no: 2012/096064/07

About us

Polymorph builds (cloud) software that grows our clients' businesses. Our work covers a variety of industries and a range of apps and IoT software projects. Our clients include startups, scale-ups and enterprises that need brand new cloud software or upgrade or replace existing software.



Here's a very small sample of our projects:

- OneDayOnly's mobile app (retail industry)
- Absa's foreign exchange app (banking & financial services industry)
- Energy Partner's home energy system app (energy & utilities industry)
- Open Learning Technologies' student administration system (education industry)
- Bloodhound's real-time personnel management app (labour industry)
- A shipping pump manufacturer's predictive maintenance backend (manufacturing industry)

...and many [more](#).

Join a creative team of product managers, UX designers & researchers, software architects, software developers and QA analysts & engineers dedicated to delivering software that delivers value to our clients and engaging experiences to users.

We are serious about always learning new things. We create the time and opportunities for you to learn and develop new skills and actively promote and compensate you for taking on more responsibility aligned with your career goals.

What does working with us look like?

- Exposure to a range of industries, projects and technologies
- Bringing B2C, B2B and B2E apps to life
- Work in teams of product managers, UX designers & researchers, software

- developers and QA
- Work remotely but not in isolation
- Continuously learn about new shiny things with allocated training budget and time
- A mentor with the experience in the skills that you want to develop

About the role

Join our team as a senior software developer. It will be your job to develop software based on architectural, UX and UI design specifications and other acceptance criteria.

We believe that as a software developer, you add the most value when you are empowered to provide input into the business case for the software as well as the UX and UI designs in order to get to the most optimal solution. Your job is not just to deliver code.

Responsibilities

- Deliver code according to a product backlog
- Agile software development
- Technical leadership of a small development team
- Provide input on UX and UI designs to optimise development efforts
- Give architectural advice where required
- Actively contribute to the entire team of product managers, UX practitioners, software developers and QA analysts and engineers
- Continuous self-development and expansion of skills
- If you're an intermediate: assist senior software developer to mentor junior team members
- If you're a senior: mentor junior team members
- Assist with software and product support
- Communicate technical needs and risks effectively outside of the team
- Be familiar with devops and infrastructure deployment
- Write effective documentation for architecture and infrastructure

About you

As a developer, you can engage with the tools and techniques to create software.

As a good developer, we expect you to have experience with some or most of the technologies we regularly use. (see below)

As an excellent developer you are able to create solutions with these tools and techniques.

As a Polymorph developer, you have a deeper understanding of the tools and techniques and how to use them to best effect.

You find a high degree of satisfaction from entering a state of flow while programming, and the beauty and elegance that you create as a result.

Or, as we like to say - you have "that nerd smell".

Knowledge and skills

Firstly, you need the skills to take on the responsibilities specified above. You should also have some depth of experience in the technologies we generally use, which includes the following:

- AngularJS. Other web frameworks (ReactJS etc) may also be applicable
- Flutter and Dart for mobile development. Android and iOS native development are also appropriate
- API integration through HTTP. REST and REST-like interfaces.
- GraphQL integration
- Relational databases and SQL
- Other databases (time series, graph, document, key-value etc)
- Use cloud based infrastructure (AWS and Google). This includes compute and data storage elements.
- Automated deployment infrastructure (Azure DevOps, CodeDeploy etc.)

And these equally important skills

- Communication skills that allow you to collaborate and explain your process, approach and motivation to various stakeholders, including technical and non-technical people.
- Able to work well in a team as well as individually.
- Excited about learning, pushing technical limits and finding new solutions
- Excellent analytical and problem-solving skills.
- A propensity to fail fast and learn fast and share both failure and learning with others.
- Prioritising learning over being right. Understanding others rather than becoming defensive.
- Understanding the value of the client as part of the team rather than “us & them”.

Experience

- Minimum 6 years of relevant software development experience

Education, qualification and certifications

Relevant B.Sc. or B.Eng. university degree. Good academic performance, exceptional in software development/programming courses

Nice to haves

If you tick all the required boxes, the following things will give you an edge:

- If you've started your own business before (it does not matter whether it worked out or not)
- If you've built and released something of your own
- Active contributions to open source projects
- A preference for a variety of work and 'horizontal' training over deep specialist skills.
- Aspirations to mentor and coach other developers

Location & commitments

The work is remote with quarterly co-located team events, usually at our offices in Stellenbosch in the Western Cape province of South Africa.

Contact us to apply

Send your CV to careers@polymorph.co.za or call us on +27 21 880 1034.

We strive to review applications within a few days after receiving them. We'll be in touch if you meet the minimum requirements.

Sending us your application means you're giving us permission to store and process the personal information you sent us, for the purpose of our recruitment process. To ask us to remove or update your information, please send email to careers@polymorph.co.za.