

TECH LEAD

JOB DESCRIPTION

polymorph

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



Join our creative team in **building software better.**

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 things with allocated training budget and time
- A mentor with the experience in the skills that you want to develop
- People-focused company culture. From how we treat each other to making software that solves people's problems

About us

Polymorph builds software that grows our clients' businesses.

Our work covers a variety of industries and a range of apps and software projects. Our clients include start-ups, scale-ups and enterprises that need brand-new software or upgrade or replace existing software.



Here's a small sample of our [projects](#):

CLIENT	PROJECT	INDUSTRY
OneDayOnly	Mobile shopping app	Retail
ABSA	Foreign exchange app	Financial Services
Energy Partners	Home energy system app	Energy & Utilities
Open Learning Technologies	Student administration system	Education
Bloodhound	Real-time personnel management	Labour
Shipping pump manufacturer	Predictive maintenance backend	Manufacturing

About the role

Join our team as a tech lead.

It will be your job to develop software based on architectural and UX design specifications and other acceptance criteria. This will often include leading the team from a technical perspective.

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 designs in order to get to the most optimal solution. Your job is not just to deliver code.

Key Performance Areas

- Development and Implementation
 - Programming
 - Software design
 - Systems and software life cycle engineering
 - Systems development management
 - Software configuration
- Delivery and Operation
 - Change control
 - Systems installation and removal
 - Release and deployment
- People and Skills: Help individuals to make high performance and individual growth real, within the context of a project team.
- Stakeholder relationship management: Help the team build and maintain great relationships with client stakeholders
- Methods and tools
 - Help the project team select appropriate methods and tools
 - Contribute to organisational policies, standards and guidelines

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.

As a **TECH LEAD** you are ready to lead a team of devs in the cross-functional project team towards technical excellence.

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.

Knowledge and skills

Firstly, you need the skills to take on the responsibilities specified above. Our teams generally use the following technologies - you will need to have some depth of experience in at least some of them:

- Angular. 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
- NoSQL 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; the better you can match these, the easier it will be for you to add value at Polymorph:

- 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.