

SENIOR BACKEND DEVELOPER

JOB DESCRIPTION



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

We are serious about always building better software and serving our clients well. We create the time and opportunities for you to learn and develop relevant skills and actively promote and compensate you for taking on more responsibility aligned with agreed-upon career goals.

What does working with us look like?

- Exposure to a range of industries, projects and clients
- Bringing B2C, B2B and B2E systems to life
- Work in teams of product managers, UX designers & researchers, software developers, QA and the client
- Work remotely but not in isolation
- Improve the depth of your skills with an allocated training budget and time
- Colleagues with 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 projects. Our clients include startups, scale-ups and enterprises that need brand new cloud software or upgrade or replace existing systems. Here's a small sample of our [projects](#):



CLIENT	PROJECT	INDUSTRY
Refresh	Mobile shopping app	Retail
Heartstyles	Personal Development app	Wellness
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 senior software developer.

It will be your job to design and develop software based on architectural and UX 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 designs in order to get to the most optimal solution. Your job is not just to deliver code.

This is a fixed-term employee position, with the possibility of converting to a permanent role.

Responsibilities

- Design and deliver functionality 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 project team of product manager, UX practitioner(s), software developers and QA people
- Continuous self-development and expansion of skills
- Mentor junior team members
- Lead software and product support for live production versions while development is ongoing.
- Communicate technical needs and risks effectively outside of the team
- Be familiar with devops and infrastructure deployment
- Write effective documentation for architecture and infrastructure
- Assist PMs with customer expectation management

About you

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

Experience

- Minimum 6 years of relevant software development experience
- Minimum 3 years of AWS cloud-based system experience

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 depth of experience in most of them:

- AWS CDK knowledge, including Route53, CloudFront, S3, ApiGateway, AppSync, Cognito, RDS, Lambda, DynamoDB, etc
- NoSQL integration knowledge
- Automated deployment infrastructure (Github Actions, CodeMagic)
- Advantageous
 - Flutter and Dart for mobile development
 - GraphQL integration
 - SQL Database integration
 - PostgreSQL integration
 - Angular development

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 with existing tools
- 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"

Nice-to-haves

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

- If you've built and released something of your own
- Active contributions to open source projects
- A preference for specialising in full-stack development
- Aspirations to mentor and coach other developers
- Relevant B.Sc. or B.Eng. university degree

Location & commitments

The work is remote with quarterly co-located team events, usually at our offices in Stellenbosch.

Contact us to apply

Either:

- Submit your application at <https://polymorph.co.za/careers/> or
- Send your CV to careers@polymorph.co.za.

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.