Junior Software Engineer

JOB DESCRIPTION

polymorph

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 clients
- 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
- Improve the depth of your skills 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 (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 need to upgrade or replace existing software.
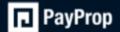
Here's a small sample of our [projects](#):

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 junior software engineer.

It will be your job to help 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.

Most of our work is done in cross-functional teams that work according to Agile Principles, and follow Lean Product Development and Design Thinking practices. It's a very collaborative environment. Our teams are made up of various specialist and generalist developers and designers, project managers, product managers, QA and user testers. We believe in building products iteratively by exploring and defining our goals, building solutions and testing them.

Responsibilities

- Deliver code according to a product backlog
- Agile software development
- Actively contribute to the team
- Continuous self-development and expansion of skills
- Assist the technical lead with designing technical solutions
- Assist with software and product support
- Raise technical needs and risks inside of the team, when needed

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.

Knowledge skills and attitudes

Firstly, you need the skills to take on the responsibilities specified above. Our teams generally use the following technologies - you will need to have experience in at least some of them:
- Angular. Other web frameworks (ReactJS etc) may also be useful
- Flutter and Dart for mobile development. Android and iOS native development could substitute
- API integration through HTTP. REST and REST-like interfaces.
- GraphQL integration
- NoSQL DynamoDB databases
- Relational databases and SQL
- Other databases (time series, graph, document, key-value etc)
- Cloud based infrastructure (AWS and Google). This includes compute and data storage elements. **AWS serverless, incl. CDK, Lambda, CloudFormation, Cognito etc. experience is advantageous**
- Automated deployment infrastructure (Github Actions, 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 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"

Experience

- Minimum 1 year of work experience as a software engineer.

Education, qualification and certifications

Either

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

Or

1 year of work experience in our Tech Stack in the absence of a degree

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
- If you've built something of your own
- Active contributions to open source projects
- Flutter experience or an interest in Flutter
- AWS Cloud experience
- 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, so you need to be based in the Western Cape.

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.