

Senior Backend Engineer, Talent Operations

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Company: WorkMotion

Location: Poland

Category: computer-and-mathematical

Take advantage of this unique opportunity to actively shape WorkMotion's growth story. As one of our Senior Backend Engineers within our Talent Operations team, you'll have the chance to experience a unique 360° perspective behind the curtains of a textbook hyper-growth scale-up.

We value work-life balance, so please only apply if you're based within 2 hours of the Central European Timezone.

What your team will look like...

The Talent Operations team provides fast, seamless, and robust solutions to allow companies to hire new talents globally, streamline processes, implement technological solutions, and enhance overall operations.

Our team of talented software engineers fosters a collaborative environment where ideas flourish, and excellence is the standard. Together, we embrace challenges, celebrate victories, and continuously elevate our skills to stay ahead in the ever-evolving world of software development. If you're ready to join our team, we invite you to explore the exciting opportunities here!

What your Tech Stack will look like...

Languages: Java 17

Frameworks: Spring Boot, Hibernate

Databases: PostgreSQL, MongoDB

Cloud: AWS

Tools: Docker, Github, JIRA, Confluence, AWS Fargate, AWS ECS, Storybook, and many more...

What you'll do...

Develop the necessary code and tests to implement the features/functions of the applications/services

You will implement and maintain features and projects related to talent management and lifecycle

Deliver high-quality software features that meet coding and design patterns best practices

Follow DevOps best practices – including continuous integration and unit testing, You build it, you ship it

You will contribute to requirement analysis, design, and architecture decisions

Commitment to quality and timely delivery of assigned work products

Conduct code reviews of work done by other engineers in the team

Modify existing software applications with full competency

Troubleshoot failures during testing, including reproducing faults, evaluating requirements, and documenting root cause analysis

What we're looking for...

Proven working experience in Java development for at least 6 years

Solid understanding and experience in designing and building complex architecture

Experience in system design

You have proven experience working with the Spring Boot framework

You're familiar with Test-driven development

You have experience with relational databases e.g. PostgreSQL

You have experience with building API e.g. RESTful architecture

You have experience with the integration of applications, features, and APIs

You have experience working with AWS

You are ideally familiar with agile e.g. SCRUM or KANBAN

Dev-ops experience is a big plus (Docker, Kubernetes, etc..)

Strong English language communication skills - both written and verbal

What we offer...

As a remote and distributed team, you can do your best work from anywhere you are the happiest

Trust-based work – organize your own schedule. We want to celebrate results, not hours spent working

WorkFlex - easily workation from your dream destination

Well-Being Day - a dedicated day off to disconnect and recharge

Subsidised gym membership subscription

Training and development allowance

Opportunities to get to know some of your colleagues at our offices

Regular virtual events and annual team meetups

**Some benefits may vary due to local laws and regulations.*

Who we are...

We are , an Employer of the Future.

By thinking outside the border, we are revolutionizing the working world and making the dream of working from anywhere a reality. Our all-in-one HR platform redefines global onboarding and management, ensuring 100% compliant remote employment.

What's great about being part of WorkMotion is that we practice what we preach – we're all about location flexibility. Joining us means embracing remote work without limits. Our passion lies in building a more globalized world and in transforming how we work in a meaningful way.

*** WorkMotion is an equal opportunity employer, committed to fostering an inclusive environment that embraces individuals of diverse backgrounds, genders, sexual orientations, disabilities, religions, ages, and personal outlooks. ***

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