

Senior Staff Software Engineer (Repayments)

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Company: Affirm, Inc.

Location: Poland

Category: computer-and-mathematical

Affirm is reinventing credit to make it more honest and friendly, giving consumers the flexibility to buy now and pay later without any hidden fees or compounding interest.

The Repayments Nexus is looking for a Senior Staff Software Engineer to help build the tools and systems to allow our customers to repay their loans in the most convenient way possible. The Repayments Nexus is a group entirely based in Europe, owning the end-to-end repayments consumer experience, from the “Manage” tab in our Affirm mobile app to Collections and Recoveries. The group also owns the Comms Platform to create and send transactional communications to borrowers and merchants.

This role requires a high level of technical capability, leadership skills, strong cross-functional communication and a creative mindset.

Affirm is experiencing explosive growth with millions of customers across thousands of merchants in-store and online, and your contributions will be a key enabler of that growth.

Come join us as we build a beloved, lasting financial services brand predicated on honesty and trust. It's going to be an amazing ride!

What you'll do

Drive the evolution of our Repayments platform with a focus on extensibility, robustness and performance.

Draft, review and refine technical specification documents. Participate in architectural reviews and closely collaborate with other tech leads in the Direct-To-Consumer department.

Help create the engineering strategy for the Repayments Nexus group based on the broader engineering strategy and informed by the Repayments product strategy. Define the technical roadmap for the Repayments Nexus group.

Partner cross-functionally with product and business teams to understand requirements and translate them into scalable and robust solutions.

Be hands on. Build APIs and data models to work within micro-service and event-driven architectures. Create parallelizable and idempotent batch jobs to process large amounts of data.

Take an active role in mentoring engineers, and the processes that support team growth and efficiency.

What we look for

10+ years of experience as a software engineer

Ability to synthesize complex business, product, and technical requirements to consistently produce high quality system designs and software.

A strong understanding of distributed systems and how architectural decisions affect performance and maintainability.

Excellent communication skills, both written and verbal. Must be proficient in asynchronous communication – written tech specs, wiki, project plans, etc.

Excellent project management skills – high degree of organization and ability to surface critical information effectively.

Business impact focus, pragmatic approach to delivering projects on time and safely.

Passion for working with cross-functional teams including Product, Risk, Analytics etc.

Python/Kotlin development experience is a plus.

Experience with AWS and/or other cloud providers.

Compensation & Benefits

We offer a competitive package, with some highlights listed below. However, the given figures

are not guaranteed compensation ranges; rather, they are unbinding, approximate indications of what the salary may be for your awareness. The actual salary may be less than the lower range or greater than the upper range, depending on skills and experience. No employee is guaranteed salary at the amount of the lower range.

Targeted Gross Monthly Salary ~~30,175 - 37,716~~ PLN

Type of employment: Contract of Employment

Flexible Spending Wallets for tech, food and lifestyle

Generous time off policies

Away Days - wellness days to take off work and recharge

Learning & Development programs

Parental leave

Robust health benefits

Employee Resource & Community Groups

This role is eligible for creative tax benefits, subject to applicable law and company policy

This role might be eligible for a competitive sign-on bonus of up to 10% of your base salary

Pay Grade - POL32

Employees new to Affirm or promoted into a new role, typically begin in the min to mid range.

POL base pay range per year:

Min: 262,100 zł

Mid: 452,600 zł

Max: 543,100 zł

Location - Remote Poland

The majority of our roles can be located anywhere in Poland.

****This job description is not a contractual document, and is not intended to have binding force.****

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