



## Senior Developer

Full time  
Bristol based

Contact: [hello@tumelo.com](mailto:hello@tumelo.com)

### About Tumelo

Tumelo is a purpose-led financial technology company, providing **transparency and influence for investors who want to have impact with their money.**

We believe in a financial system that serves both people and planet. So, over the last year, we've been building a platform that creates value-aligned investments for people like us (environmentalists, feminists, tech enthusiasts...) and giving those people their right to a shareholder voice. This means, collectively, we can influence change at companies we own.

We are an FCA authorised financial institution and are at our most exciting stage of development as our app goes live in the market. We are backed by incredible investors (angels and venture capitalists) and are now welcoming pro-active and enthusiastic individuals (engineers, community managers and product specialists) to our motivated and committed team in central Bristol.

**We love agile, we love tech and we love our community** in Bristol. We organise and host the monthly Bristol Golang Meetup and regularly speak at local events.

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## Senior Developer

### What's the role?

This is a unique opportunity to activate and support investors to change the world with their money. You will work within a passionate team, delivering creative solutions to technical challenges within our world of purposeful investment.

As a Senior Developer at Tumelo you will work within our technology team and alongside our Product Manager and Designers to design, develop and deliver our digital impact investing product.

You will work on our backend with a slew of phenomenal new technologies including **Golang, gRPC-based microservices, Kubernetes, Terraform, Amazon Cognito, the Google Cloud Platform and GitLab CI. Our mobile app is built in React Native.**

Across two-week sprint cycles:

- You will be a foundational team member, contributing your experiences and ideas to enhance the growth and development of our team and general product direction, especially at this critical stage in our development.
- You will contribute significantly to the architecture definition, design, development, testing and maintenance of Tumelo's backend services and back office web portal.
- You will ensure software is appropriately tested at all stages of the development and deployment cycles, including identifying opportunities for making our test and CI processes evermore effective and efficient, and you will help with the implementation of improvements to those systems.
- You will work in an agile team, actively participating in scrum-based ceremonies to translate business and user requirements into stories; writing and refining.
- You will be happy to support the learning and growth of less experienced developers in the team, by helping to design and partition their workflows; pair programming and regular technical discussions.

## **Who you are**

- You are an exceptional individual who encapsulates our company values: open hearts, ambition, bring the magic, long-term thinking & thoughtful listening.
- You are passionate about software development and enthusiastic about projects you work on, especially about learning new stuff and pushing your own boundaries.
- You love working collaboratively in a small team and are a brilliant, proactive communicator.
- You highly value both giving and receiving constructive and honest feedback.
- You are organised with a great attention to detail.
- You have the flexible attitude required in a start-up environment, with the willingness to adapt your role and work to our needs as we grow.
- You have a demonstrable passion for social, environmental and/or governance issues.
- You have the right to work in the UK

### **Desirable experience:**

These are desirable rather than essential criteria. We welcome applications from people who do not have all the listed criteria but think they have what it takes

and a willingness to learn by doing.

- You have at least 5 years of experience in design and development of large-scale software solutions, especially microservices.
  - You have a good working knowledge of Golang, ideally having used it successfully in a commercial environment, though we are also open to strong developers from other backgrounds who are eager for an opportunity to extend their Golang skills.
  - You have a good knowledge of API design (RESTful and ideally gRPC-based).
  - You have experience in the deployment and management of highly scalable websites, preferably using Kubernetes.
  - You have a strong interest in testing including TDD & BDD and an enthusiasm for CI and automation.
  - You have experience in working with a variety of databases (SQL, NoSQL and/or GraphDBs) and ideally with a variety of front-end languages and frameworks including Node.js, React, & TypeScript.
  - You have experience of DevOps and Terraform.
  - You have experience working within a regulated sector such as finance, healthcare or safety-critical systems.
  - You have worked in agile, fast-paced, high pressure teams, building new-to-market digital products.
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## **The Nitty Gritty**

- Full time role
- Flexible working: As an early stage start-up, our team are highly committed and extremely passionate. There is a high level of trust that we're all giving 100%, so working hours can be flexible if required.
- Remote working: We are a fun, close-knit team who gain a load of value from being in each other's company on a daily basis. This means we'd prefer to hire someone who also values this and is keen to work in-house in central Bristol most days. If you're great for this role then that's negotiable so don't let it stop you from applying, just make your circumstances clear on application.
- Competitive salary ~£55,000
- Game-changing share options
- 25 days holiday plus bank holidays
- Company pension

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## How do we work?

We are a close-knit, open and honest team, working collaboratively. We are Bristol-based, by Temple Meads; work in an agile manner; and champion transparency both within our team and externally. We currently run two-week sprint cycles to maximise productivity of product development, including morning stand-ups, sprint planning sessions, demonstrations where we celebrate achievements and sprint retrospectives, where we analyse how the team performed over the previous cycle, focusing on how we can improve going forward.

We foster learning and development by working collaboratively and championing autonomy, and we make time to connect and reflect as a team through sprint retrospectives and monthly 'celebrate success' evenings including dinners, drinks, sport, board games... plus, for our first team retreat we are spending 3 days on a boat sailing in Scotland!

## What is our recruitment process?

If Tumelo sounds like a bit of you and if you are excited to ride this rollercoaster alongside us, then please apply to [hello@tumelo.com](mailto:hello@tumelo.com) and include:

- An up-to-date CV
- A short cover letter explaining the life experience that makes you amazing; why you're good for us and especially why we're right for you

We'll read and reply to every application we receive.

Stage 2 is a chat over coffee/the phone then a 1.5 hour in-person interview where we'll cover culture and technical stuff plus introduce you to the rest of the team.

**Applications open Monday 12<sup>th</sup> August, with appointment on a rolling basis and start date asap thereafter.**

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It takes all kinds. We are building a team that can conquer every challenge, speak every language, and understand every client. We have an ambitious mission to change the world so we will lead by example with a diverse and inclusive team that reflects the world we want to see.

