Mid/Senior Developer

tumelo

Full time
Bristol based

Contact: 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 two years, we've been building a platform that shows people which companies their pensions and other savings are actually invested in. We strip away all the complexity of the financial markets to give everybody a clear and simple view of how their money is actually invested. We then give those people their right to a shareholder voice. This means, collectively, we can influence change at companies we own.

We are backed by incredible investors (angels and venture capitalists) and are now welcoming pro-active and enthusiastic individuals 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.

Mid/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 design and technology team, delivering creative solutions to technical challenges within our world of purposeful investment.

As a developer at Tumelo you will work within our technology team and alongside our Product Manager and Designers to design, develop and deliver our transparency and shareholder engagement SaaS product.

You will work within a team that embraces a slew of phenomenal technologies including React, TypeScript, NodeJS, Open API, Golang, gRPC-based

microservices, Kubernetes, Terraform, Amazon Cognito, the Google Cloud Platform and GitLab CI.

You will be focused on the "web stack" elements of the product, including both our customer facing "Dashboard" and the back-office web application that drives our transparency and shareholder voting SaaS platform, and as such should have a passion for building beautiful and usable web front-end applications.

Across two-week sprint cycles:

- You will contribution significantly to the architecture definition, design, development, testing and maintenance of Tumelo's customer dashboard and back office web portal.

- You will help 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; in story writing and refinement and help to translate business requirements into usable stories.

- You will significantly contribute to the growth of our team and direction of our product.

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're a hands-on developer who loves to get stuck in and get stuff done.
- You highly value both giving and receiving constructive and honest feedback.
- 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 architecting, designing and developing consumer-facing web applications, preferably at least one with significant volumes of traffic.

- You have a good working knowledge of React and TypeScript, ideally having used both successfully in a commercial environment, though we are also open to strong developers from other backgrounds who are eager for an opportunity to extend these skills.

- You have a good knowledge of RESTful API design and Swagger/Open API.

- 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).

- You have some experience of DevOps, Terraform, GCP and/or AWS.

- You *may* 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.

The Nitty Gritty

- Full time role e.g. 40 hours/week
- 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 based on experience ~£45,000
- Company pension

- 25 days holiday plus bank holidays
- Generous company share options

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, building sand-castles, board games… plus, for our first team retreat we went on a weekend retreat with coasteering, painting, and plenty of delicious food – something for everyone!

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 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 within 7 days.

Stage 2 is a chat over coffee/the phone where we'll get to understand more about your background and ambitions. We will explain the role in more detail, cover our culture and values, and answer any questions you may have.

If you've made it this far, the following stage is a coding test where we will give you a development task inspired by some of our real-world experiences and challenges. Based on your response to the coding test, you will be invited to a face-to-face technical interview where you will meet more of the team, talk through your coding task, and present some of your previous work.

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.

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