

SENIOR FULL STACK SOFTWARE DEVELOPER



polymorph

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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 upgrade or replace existing software.



Here's a very small sample of our projects:

- OneDayOnly's mobile app (retail industry)
- Absa's foreign exchange app (banking & financial services industry)
- Energy Partner's home energy system app (energy & utilities industry)
- Open Learning Technologies' student administration system (education industry)
- Bloodhound's real-time personnel management app (labour industry)
- A shipping pump manufacturer's predictive maintenance backend (manufacturing industry)

...and many [more](#).

Join a creative team of product managers, UX designers & researchers, software architects, software developers and QA analysts & engineers dedicated to delivering software that delivers value to our clients and engaging experiences to users.

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 technologies
- Work in teams of product managers, UX designers & researchers, software developers and QA
- Work remotely but not in isolation

- Continuously learn about new shiny things with allocated training budget and time
- A mentor with the experience in the skills that you want to develop

About the role

Come join our team as senior full stack developer.

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 the senior software developer to mentor junior team members
- Assist with software and product support

About you

Knowledge and skills

- Deliver code according to a backlog.
- Agile software development.
- Communication skills that allow you to collaborate and explain your process, approach and motivation to various stakeholders.
- Assistance with designing technical solutions.
- Assistance with mentoring junior team members.
- Technical software and product support.
- Able to work well in a team as well as individually.
- Zoom out to the big picture and zoom in on detail.
- Estimate effort on tasks, prioritise work and deliver to deadlines but manage expectations pro-actively rather than working overtime to get the work done.
- Excited about learning, pushing technical limits and finding new solutions.
- 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.
- Demonstrated ability to learn independently.
- Understanding the value of the client as part of the team rather than “us & them”.

Experience

- Minimum 7 years of development experience
- Minimum of 4 years experience with Java, preferably using Tomcat

Technical Experience

- Java and Tomcat
- JavaScript and HTML
- XML and XSLT
- SQL
- Develop with Eclipse and GIT

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 projects with a lifespan of a year or more
- A preference for '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.

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.