



# Shape the success stories of tomorrow. Join our team.

**Role:** Senior Back End Developer  
**Team | Reporting To:** Product Development | Head of Engineering  
**Location:** London  
**Type:** Permanent | Hybrid/Remote

## About us:

Connectr is for businesses where people belong.

Connectr helps build a sense of belonging with all people, from candidates to employees, and creates a culture where everyone is included.

Through Connectr's products and services, we put the 'human' back in HR and deliver a new way to form human connections, turn D&I strategy into reality, and provide an engagement and mentoring platform that people love to use.

We are an award-winning, mission-locked company. We believe every person should have equal power and opportunity to shape their future, regardless of their background. Connectr works with over 40 employer partners, and last year supported over 40,000 people to take their next career steps.

Connectr champions an inclusive, respectful, and creative culture for our own people. We show care and candour in everything we do. We embrace new ideas, take calculated risks, communicate openly and proudly deliver our shared mission.

## About the role:

As our Senior Back End Developer, we will rely on your expertise to shape existing and implement new solutions. We will expect you to challenge, solve problems and be a real collaborator, and always with a positive solution focussed approach. Although you won't have any formal line management responsibility, we expect you to be a role model for the team; maintaining standards, driving innovation, and helping your product squad deliver value to our users in every release.



## Key responsibilities:

- Be a technical expert and role model; demonstrate an in-depth understanding of programming concepts, current languages, frameworks and tools, and their appropriate usage for performance and maintainability
- Be a domain expert within your product squad, able to make insightful contributions to the product development process
- Work with a Tech Lead to analyse requirements and define technical approach and solutions
- Work as part of a Product engineering team to deliver new features and applications, and improve and fix existing software
- Support & help other engineers to improve their knowledge, skills and processes through pairing, mentoring and code reviews
- Understand business requirements and write clean, tested, maintainable code that meets acceptance criteria
- Continually aim to improve technical ability through a combination of pairing and self-directed learning
- Work and contribute to agreed standards and procedures

## Skills/Experience:

### Essential

- .NET C# - ideally at least Core 3.1 (we currently use .NET 6)
- Entity Framework Core Code First or other ORM
- SQL Server
- Experience building and maintaining APIs (REST or GraphQL)
- Version control – ideally Git
- Agile practices (Scrum or Kanban)
- Experience of mentoring other developers

### Desirable

- AWS (RDS, S3, K8s)
- Testing mindset
- Experience of working with CI/CD



### Your benefits:

- Internal mentoring scheme and career development
- Volunteer days and ways to give back to our communities
- Flexible and remote working
- Reduced summer hours
- Enhanced maternity cover and paternity leave
- Wellbeing allowance, including an Airbnb wellbeing mini-break twice a year
- Competitive salary and annual review
- Company share options
- Casual office dress
- Christmas and summer team parties

Want to join us? Let's chat! [careers@connectr.com](mailto:careers@connectr.com)

### Information Security:

Ensure compliance of your team to all rules, policies, and regulations at Connectr including HR policies, D&I best practice and information security and data privacy guidelines.

All positions at Connectr hold responsibility for being up to date and in adherence to information security training, guidance and policies provided by Connectr on information security, including GDPR.

### Connectr's commitment:

Connectr is committed to creating an inclusive environment and is proud to be an equal opportunity employer. We believe that diverse companies are more innovative and better positioned to succeed. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

