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**JOB ROLE FOR BACK END DEVELOPER**

**Who is Sharesource?**

We are a social enterprise focused on making the world a better place by giving smart people, wherever they may be in the world, access to global opportunities from disruptor businesses in Australia. We provide a supportive, caring culture and champion individual's professional and personal growth. We want people to find success in their career while being part of a company that they can be proud of.

Each and everyone of our employees is an ambassador of Sharesource. We are expected to carry out, live out, and communicate our values and culture as a company. We hope to create a positive impact in every way imaginable.  
  
<https://www.sharesource.com.au/>**What you bring to the table?**

You are a self-starter, creative thinker, proactive and enthusiastic; a team player, as

keen on the success of those around you as of your own. You are focused on

continuous improvement, constantly seek to learn new things, and enjoy working with

a cross disciplined team.

The Backend Developer role is responsible for leading the development effort on small-to-medium sized internal and/or client facing projects.

In this role, you will consider wider business context and the overarching product

roadmap, and how it applies to the work that is done. You will liaise with stakeholders

to plan, manage and build software to support their projects. You will help the team to

perform better by contributing to the introduction of improvements to technology,

process, and practice.

**What will you be expected to do?**

* You enjoy being creative in conceiving of solutions to problems that leverage current best practices and frameworks
* You are comfortable working in an environment where requirements are not always clearly defined but that affords autonomy in coming up with solutions whilst having the support of more experienced colleagues
* You strive for technical excellence and push innovation by contributing to guidelines and standards to be used across the team
* Be comfortable presenting your solutions to internal groups and external interests
* Collaborate with product managers and other software developers in a supportive and pragmatic manner

**What’s cool about this job?**

* Be part of a leading company in Australia for end-to-end tech solutions for fiber, broadband & 5G network deployment.
* Work with incredibly smart and passionate individuals who learned how to blend the fields of software development and telecommunications engineering
* Experience and embrace the five core values that power everything they do: Honor, Power of Mathematics, Positive Impact, Freedom to Innovate, and Purpose and Intent.

**You’ll be a great fit if:**

* You have at least 2 years of software development experience
* **You are proficient in Python development**
* **Backend – Python, Django, DRF, Postgres, RESTful APIs, OpenAPI specs**
* You put emphasis on writing well structured (extensible), testable, efficient and documented code
* You are proficient with Github, Bitbucket (or equivalent platforms), code review and CI/CD processes
* You are proficient communication skills to engage with internal and external partners, as well as self-awareness and empathy to improve your team interactions
* You have demonstrated willingness to learn and develop new skills and industry knowledge

**What you get from joining us:**

* Highly competitive salary package
* HMO coverage plus 1 free dependent
* Monthly personal coaching and regular training events
* Cool and interesting clients to work with
* Warm and friendly working environment
* Be empowered to be a leader or an expert in your field
* Flexibility to work from home

**You will feel at home at Sharesource if you are:**

1. A driver of his/her own education, into self-improvement - reads books, listens to podcasts, subscribes to articles, with a goal in mind to create value for oneself and for others, asks for feedback from his/her head for improvement points
2. With a curious mind
3. Has the ability to identify problems, come up with options, and recommend the way forward
4. Into process improvements - thinks of making processes more effective, streamlines processes, into working smarter
5. With an Attitude of Gratitude
6. Self-leader, a fire starter

**Your Recruitment Journey:**

1. The whole process takes about 2-4 weeks.
2. There will be 3-4 interviews and a possible technical test from our client. You will undergo an initial interview, interview with our lovely client/s, and a final interview. This will run for about 1-2 weeks but we will let you know if we need to ramp it up. Be yourself and have fun.
3. We will constantly communicate with you as to the development of your application. You can also directly communicate with us to ask us about the status of your application.
4. If all is well, we will offer you the job and require you to meet the pre-hiring requirements within 5 days at the most. So preparedness is the key!

**Pre-hiring requirements:**

We would be grateful if you have these already!

1. Fit to Work/Health Card
2. NBI Clearance
3. Social IDs - PHIC, SSS, HDMF, TIN
4. Character references with contact info