

Software Engineering @ Harbr



Great to meet you!

Hi, I'm Dale.

I'm currently heading up all things Recruitment over at Harbr. If you're reading this handy little info pack, it's because I think you could potentially be a great fit for a role in our Software Engineering team!

This pack is here to give you as much info as possible about what we're up to at Harbr. It's going to explain a bit more about the product we're building, the role we're looking to hire for, and where we think you could fit in in all of this. If there's any questions that aren't answered, please [drop me an email!](#)

If we've grabbed your interest, it would be great to set up a quick call. Please use [this link](#) to book some time straight into my diary.



Dale Player
Senior Talent Partner
[Book a call](#)

Harbr_

The
Platform

Harbr_

Building the future of Data.

The Problem We Solve

Most organizations understand the potential value of their data, but face significant barriers to realizing it. Harbr was founded to remove those barriers by facilitating secure data sharing and collaboration to generate new insights and monetize data.

The Solution...The Harbr Platform

We abandoned traditional architectures that centralize and thereby limit access to data. Instead, we empower our customers to unlock the full value of data by bringing people, data and tools together – securely expanding access, while maintaining control. We treat data as a digital product that is managed across its lifecycle by data owners who know it best. We focus on the technology, so our customers can focus on accelerating their data-driven business.

Value Realized...The Harbr Platform Use Cases

Streamline Data Product Delivery

Enable Secure Sharing and Collaboration

Deliver a Private Enterprise Data Exchange

Optimize 3rd-Party Data Management

Offer Analytics as a Service

Launch a Custom Branded External Data Marketplace

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Collaborative Data Exchange Concepts

Our customers digital assets are brought together to form Data Products; Data Assets include structured and unstructured data, models, and Code, with others to be available in the near future...

Harbr enables our clients to focus on their data business while we focus on the platform. We offer a custom branded, private labeled platform, upon which our customers can house and organise their data. We then enable them to share and collaborate using this platform, both internally and with customers or third parties.

- Our customers assets or products are brought or published into an intuitive self-service **Store** where their employees, clients, partners and vendors can interact with those assets in a personalized branded experience.
- We offer a guided process that enables our clients to **Publish** their assets or products to the store
- Secure collaboration and sharing environments or **Spaces** enable our customers to bring people, tools, and digital assets together. Clients can use tools such as Hadoop, Spark or Tableau to do collaborative data science within the platform itself.
- As employees/clients interact with their digital assets, they may decide that the insights reached/products found and/or created would be of value in another application or system. Via entitlement driven **Export** they are able to move those chosen assets to their endpoint of choice and maintain versioning in that endpoint for the life of that product

Check out our [Platform Overview](#)

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Our tech stack.

This one's **for the techies**.

Our Enterprise platform consists mostly of a React JS frontend written in Typescript, contained in Redux and speaking to various RestfulAPI's. The backend is built predominantly with Python microservices enabling large scale data processing / streaming with Hadoop. We're running the latest versions of every library in use across our platform, so there is **no old code to maintain**. We also have a major GraphQL implementation scheduled for early next year.

We're big on TDD and automation testing, and use the likes of Postman for our API testing, Jmeter for load testing, and Cypress for end-to-end testing. We also use robotic process automation tools like virtuoso to identify and automate repeatable processes and test cases. In terms of infra, we've recently re-architected the platform to be cloud neutral across AWS, Azure and GCP, using Cloudformation for our Infra-as-code and Lambda & Cloudfunctions to describe a serverless architecture.

Our general rule of thumb, is to **hire for the attributes we can't teach**. We value strong technical and engineering principals above exposure to any particular technology or stack.

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The Role

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Software Engineering @ Harbr

We're currently in the middle of a really exciting period of growth here at Harbr. We've been around since 2017, but until May this year, we had been operating in stealth-mode while we focussed on building the best product possible. In November 2020, 6 months after emerging from stealth, we announced our \$38.5m Series A, led by Dawn Capital and Tiger Global. We've already started to onboard a series of exciting enterprise clients, and are looking to grow the team at lightning pace.

The goal now is to realise the full potential of the platform. With that in mind we're rapidly scaling our Engineering team to help us build features and functionality that push us to the next level. We're hiring Engineers at all levels of seniority, and while we have a backend focussed role in mind, if you're interested in the frontend, infrastructure or data elements of the platform, there's definitely scope to get involved!

Day to day, most of your development will likely be in Python, however we value strong Engineering principles and unteachable qualities more than years of experience using our tech stack. (We can provide a six week Python crash-course if it's not already your strong-suit!)

As with all of our roles, this can be based from anywhere in the UK or the US, with the option to work 100% remotely forever.

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What we're looking for -

Key Responsibilities

- Contribute to the development of all backend components
- Work with frontend developers and the product team to define and deliver user stories
- Contribute to ongoing platform design and architecture

Qualifications and Main Attributes

- Essential: UNIX/linux, Python, API design, web services/microservices, TDD
- Desirable: cloud experience (AWS, Azure, GCP), large-scale data processing (e.g. Hadoop)
- Highly collaborative and able to work autonomously
- Ability to learn and a sense of ownership of your work
- Authentic, communicative and a sense of humour

**Need to
Know!**

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Our Benefits package -

UK-based Employees

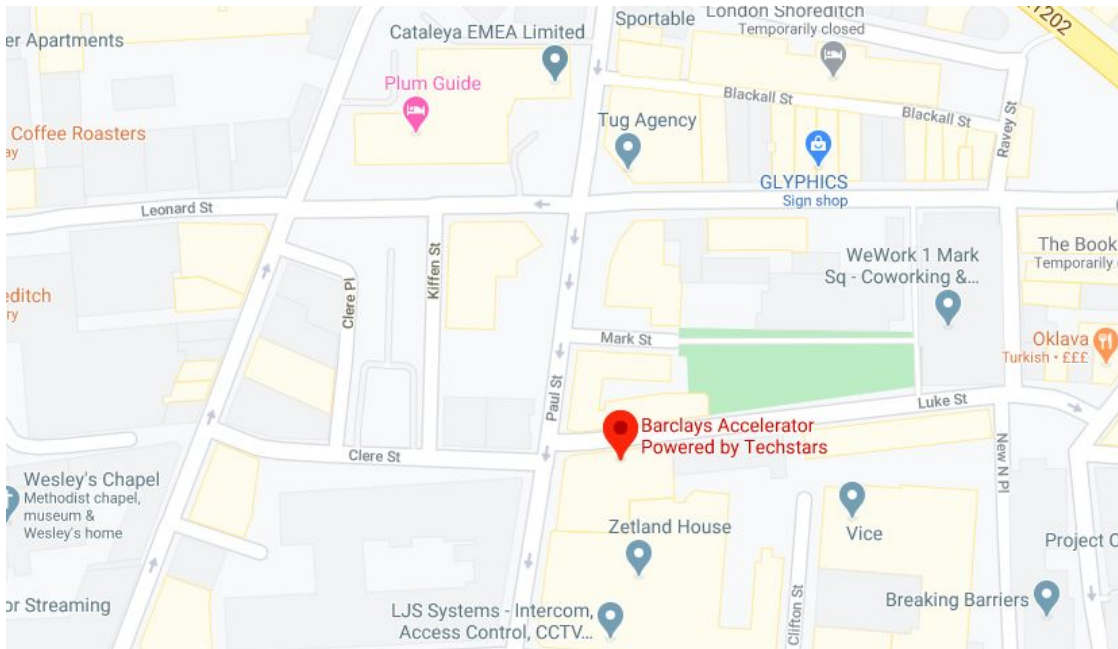
- Competitive compensation
- Company equity
- Generous paid time off (28 days excluding public holidays)
- Flexible work arrangements, including work from home and work from anywhere
- Life insurance from YuLife
- Workplace pension
- Perks and discounts programs
- Weekly team social activities

US-based Employees

- Competitive compensation
- Company equity
- Generous paid time off (28 days excluding public holidays)
- Flexible work arrangements, including work from home and work from anywhere
- Insurance coverage from top carriers, including health, dental, vision and life insurance
- 401(k) retirement plan
- Perks and discounts programs
- Weekly team social activities

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For the Office-Dwellers -



We know that fully remote work isn't for everyone, and while we're 100% remote at the moment, we will re-open the London office (On a voluntary basis) when we feel it's safe to do so.

You can find us in the [Rise Building on 41 Luke Street, Shoreditch, EC2A 4DP](#)

The closest underground stations to our London office are:

- Old Street
- Liverpool Street
- Shoreditch High Street

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Other stuff.

Holidays - If you have any holidays booked or planned (Lucky you!) please confirm these in writing ASAP. We will do our best to accommodate any existing arrangements, however we must ensure we take your availability into consideration.

Planning for a video call - The vast majority of our interview process will be conducted via video calls. If possible, please try to find a quiet place with a fast internet connection.

Dress Code - We have a casual dress culture in the office Harbr. Dress code for video interviews is also casual.

See for yourself - You can find our latest case studies on our [website](#), plus news on what we've been up to on [LinkedIn](#), [Youtube](#) and [Twitter](#)... Don't be afraid to give us a follow while you're there.

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The Talent Team.

Our Talent Team is here to support you throughout our process and equip you with all of the information you need to be successful. The Talent Partner you spoke to at the beginning of your process will be your steward throughout your entire journey with Harbr_. If you ever need any advice or support about a particular stage of our process please let us know.

We know that we're incredibly privileged to have talented folks like yourself spend their time and energy interviewing with us. We pride ourselves on treating anyone who interviews with us with transparency and care. If you've taken the time to apply and interview, then it's only right that you're kept in the loop on your process, and know exactly where your application is. If you have any questions at any point, please don't hesitate to get in touch with one of our Talent Partners.

Dale Player, our Senior Talent Partner, can be reached on dale@harbrdata.com

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