



We're looking for...

Senior and Lead Developers

If you're smart, passionate about technology and enjoy solving complex challenges then you should apply to join our best-in-class tech team.

We believe that people are our most important asset and one worth protecting. As such, we're known for creating an enviable working culture to keep our employees smiling on a day to day basis. We offer things such as flexible hours, remote working, regular team/social events and the freedom to work on projects of individual interest to name just a few.

In fact, our impressive working culture has repeatedly earned us 1st place winners in the Sunday Times '100 Best Companies to Work for' - two years running in 2015 and 2016!

What you'll be doing...

- Being hands on in developing our products using best practices, appropriate tools, and technologies
- Championing Agile methodologies whilst creating amazingly useful systems in a collaborative way for our customers
- Highlighting areas for continuous improvement & driving their prioritisation
- Being proactive in suggesting new tools, technologies and ways of working
- Working with cross functional collaborative teams, helping to clarify requirements at the onset of projects and suggesting different and relevant technical approaches

Skills we need

- If applying for a 'Lead Developer' role then you will be leading a track of Developers and Product Owners, responsible for technical delivery of the project and architecture (the team-leading aspect is not required for a 'Senior Developer' role should you wish to apply for that)
- Strong programming skills - in any language. Our philosophy is that the programming language does not define whether someone is a good engineer or not. As such, as we are open to people from different languages (you just need to be comfortable switching over to Ruby if you join us)
- Passion and enthusiasm for technology (this is what we can't teach!).
- Someone who is excited about the way we work. You can read up on us here: <http://www.simplybusiness.co.uk/about-us/careers/architecture-manifesto/>
- The ability to challenge us! We love people who come in and challenge us and not be afraid to raise questions and help us improve.



Skills we'd like

- Full stack development skills
- DevOps experience - infrastructure as code, configuration management, continuous delivery / provisioning / deployment

Our main tech stack...

- Ruby on Rails
- MongoDB
- RabbitMQ
- Puppet
- AWS
- SASS / HAML / HTML5 / CSS3 / JavaScript / CoffeeScript / jQuery
- Cucumber / RSpec / Turnip / Jasmine

This list is always changing as we do not believe in limiting ourselves with technology. Experimenting and 'using the right tool for the job' is part of our code!

A handful of things we believe in...

- Continuous delivery (we currently release software to production around 10 times a day on average)
- Cross functional teams
- Agile and Lean Startup methodologies
- Test Driven Development & Behaviour Driven Development
- Continuous innovation - we do fortnightly hackathons as one example to drive experimentation with new technologies and ways of working
- Never chaining ourselves to a technology (using the 'right tool for the job')
- Thought leadership - we host meetup groups and present talks in our office and the community
- Creating the best company in the world to work for (so far, we have conquered the UK by winning the 'Top 100 Best Companies to Work for 2015 & 2016'!)
- To always be learning & improving – where we can, we look to pay for relevant conferences and events

What we can offer

- A multi-award winning working culture and environment
- Life insurance, pension scheme & childcare vouchers
- A 'pick & mix' benefits package consisting of:
 - Gym membership



- Private medical care
- Dental cover
- Extra holidays, and more!
 - Money back on daily well-being costs (massage, contact lenses etc)
 - Flexible working hours and working from home
 - A fun & social working environment
 - The opportunity to work with a best-in-class team who are at the forefront of tech providing thought leadership and hosting meetup groups in our office and presenting talks on the subject
 - The near-annual company trip abroad (paid for!) - We've been Brussels two years running and it's Barcelona for 2016!
 - Career development – we look to fund relevant training courses and conference
 - Free daily breakfast, snacks & hot & cold drinks
 - A company that drives continuous innovation with fortnightly and annual hackathons – check one out here: <https://www.youtube.com/watch?v=Q3UtlWQwul>

Awards and Achievements

- Winner (1st place ranking) in 'Top 100 Best Companies to Work' – Sunday Times 2015 & 2016
 - 3 Star (highest) accreditation in "Best Small Companies to Work for" - Best Companies Ltd 2015 & 2016
 - Business Intelligence Project of the Year – Data, Analytics and Technology Awards 2015
 - 'Customer Experience Team of the Year'- National Quality & Customer Experience Awards 2015
 - Best Use of Audience Insight - Digi Awards
 - Use of Organic Search (SEO) Dadi Awards
 - Accredited "Geared for Giving employer - outstanding contributions to charity
 - Most Agile Aware Organisation Award - Agile Awards
 - Best Use of Mobile Technology Award - Technology in Insurance Awards
- Named in the "Deloitte Technology Fast 500 EMEA

Where we are

Moorgate, London