

Senior Software Engineer

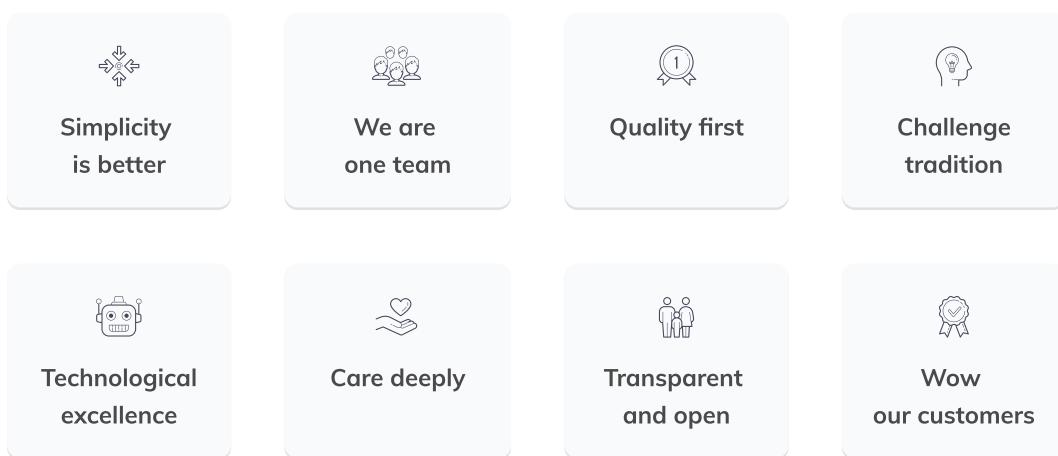
Hi. We're Form3

We are an award-winning cloud-native payment technology provider for financially regulated business. We connect those regulated businesses to payment schemes all over the world so that they can deliver amazing products for their customers. When you look around at how the world has changed, there's this big divergence. The real economy has moved into a fast-paced, digital, real-time landscape; yet payments technology hasn't quite kept pace. We are on a mission to redefine what a truly instant payment experience means. Why? Because we share an unwavering belief in an API driven payment future.

Our Story - Launched in 2016 by payment geeks, we have gone from start-up to established scale-up at a sensational pace. We are now a team of close to 250 amazing people and proudly partner with some of the most exciting and disruptive banks and FinTech's in the world. We've rolled out into Europe and have ambitious plans to expand internationally. We are massively excited about our journey - and it's only the beginning!

Our love for technology - Though dotted across the UK and Europe, our love for cloud-native technology is what unites us. Technical excellence is our passion and we delight in using technology to continually improve our customer's experience. When you combine that with operational excellence, magic happens.

Driven by our values - These are the things we believe in; they guide our decisions and our actions:



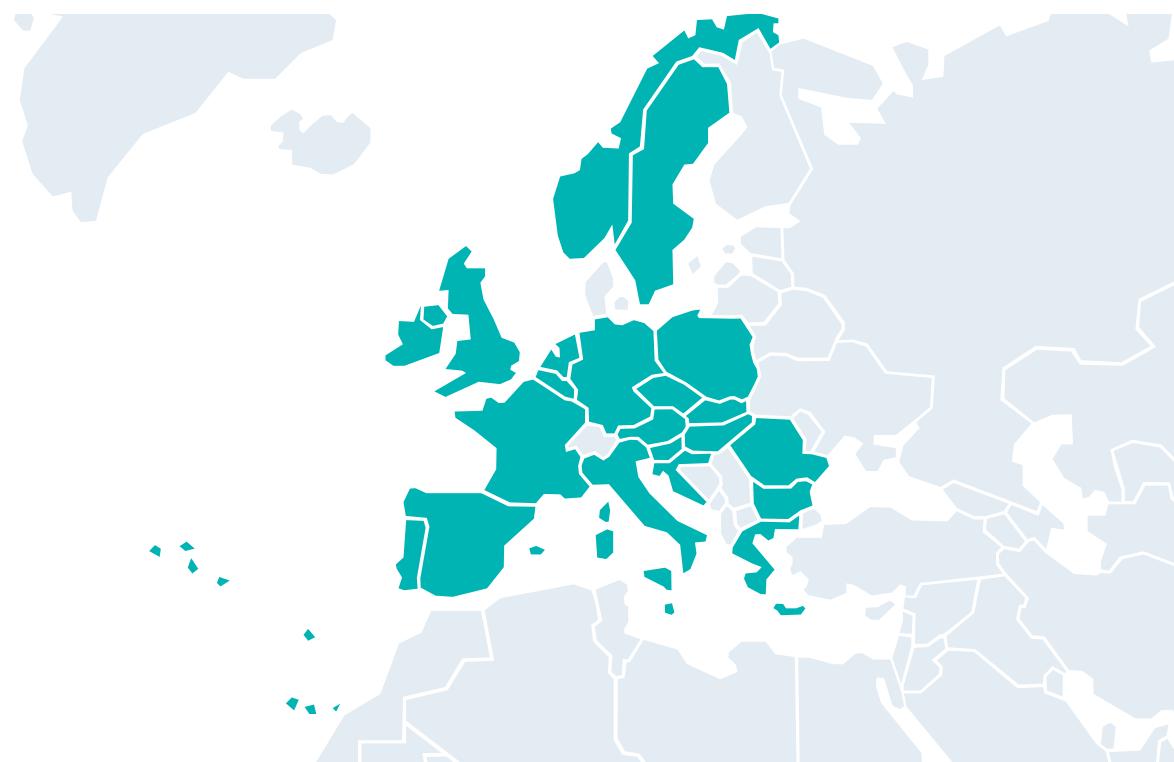
Inclusivity - We want everyone at Form3 to feel involved and like they have a say in shaping our business. We provide a safe space to be inquisitive, voice opinions, make mistakes and push boundaries with zero judgement.

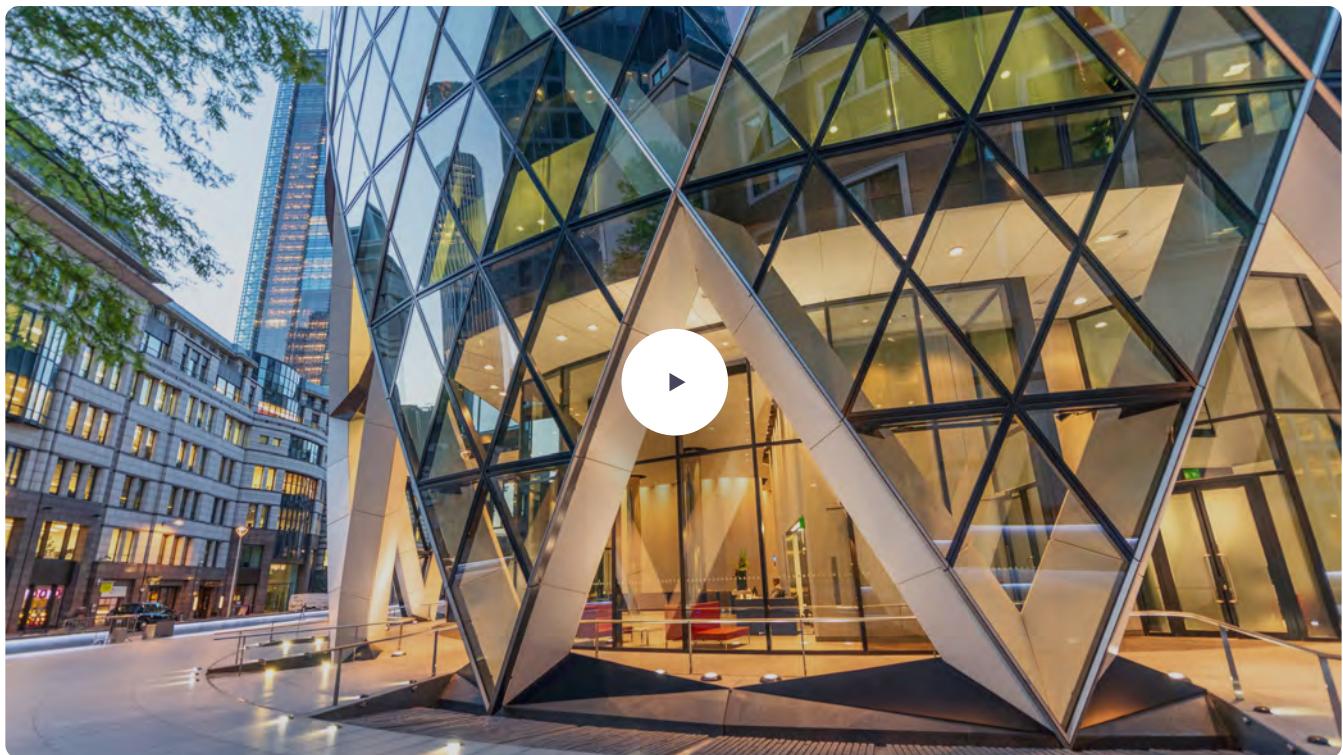
Be who you are - We've a wide range of personalities here at Form3; from adrenaline junkies to book worms. Everyone is respected for who they are. We hire talented people from a variety of backgrounds and experiences and are committed to a work environment based on diversity, open-mindedness and curiosity. You will find plenty of people here that are on your wavelength!

Why work at Form3 - Simple, we love what we do. Our work is our craft. Have fun, experiment, build the best cloud payment technology in the world, treat people right, tell the truth, find work-life harmony, build comradery. At Form3, you will find an environment where you can grow as a person and work on projects that you can be proud of.

A remote-first culture - We are a remote-first team collaborating across 21 countries, representing over 50 nationalities. We let people work from wherever they are happiest and most productive (whether that is in an office or from a hammock in their garden). It's also great for diversity. Attracting the best people for our team means looking for talent in different places. We work hard to make sure we don't lose the human connection and that our people are given the trust, freedom and tools to work to the best of their ability. Our engineering team is 100% remote and our other teams have significant remote working opportunities as well. Working remotely may not be your cup of tea and there is still value in face-to-face interaction so if you prefer working in the office or want to see your colleagues in person, we've got you covered. You can drop into our London and Amsterdam offices as much as you want. You're always more than welcome.

Our remote workers





The Team - Our software engineers work in small, highly agile, self-managed teams. Individually, they are all exceptional at what they do – together, they build world-class software for our customers. We share a common interest in engineering best practices and understand that quality is everyone's responsibility. Our philosophy is to favour collaborative development practices where we leverage open source tools and communities, always making sure to share our know-how back up stream. Put simply, we are cloud-native enthusiasts and DevOps advocates.

The Opportunity - At Form3 you will have the opportunity to design, develop and deploy backend cloud-native services within a powerful state-of-the-art microservices architecture. The work is cutting edge, constantly changing and focused on building highly available, low latency, scalable solutions. Play an active role in introducing new technologies and ways of working to stay ahead of the competition, without ever compromising on quality. Contribute and collaborate with other engineers on technical and architectural decisions. Enjoy end-to-end ownership from concept to deployment, including building and operating infrastructure, toolset and deployment pipelines. Develop your skills, work on cool projects and the latest tech, all whilst working with a talented, diverse and friendly group of people.

Our stack - Here are a few of the tools and methodologies we utilise:

Infrastructure: AWS, GCP, Kubernetes.

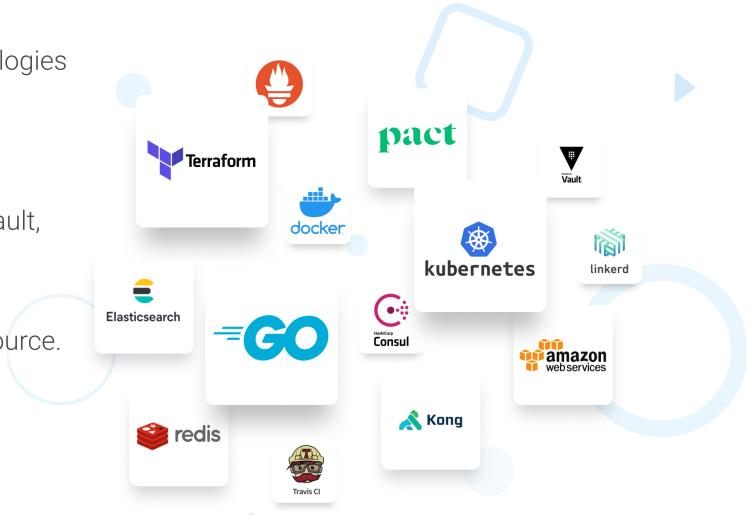
Platform: CockroachDB, Elasticsearch, PostgresDB, Vault, Consul, Linkerd, NATS.

Tools: Terraform, GitHub, Prometheus, Pact.io.

Code: Go, containerised microservices, CQRS, open-source.

Ways of working: TDD/BDD, Pair Programming, 100% remote, DevSecOps.

[Link to StackOverflow >](#)



What we look for - Passion for cloud-native technologies, modern infrastructures and tools, and keeping up with the latest in engineering best practices. Skilled in designing and building distributed, scalable systems and know-how to apply data structure and algorithms to create amazing solutions. Polyglots who are comfortable picking up new technologies, choosing the best tool for the job and writing the right kind of tests. Above all, we're looking for enthusiastic engineers who love working in a DevOps culture and value teamwork, different perspectives and blending disciplines.

We love to pair!

For us pair programming is a way of life and it goes hand-in-hand with a remote-first culture. It allows us to onboard new colleagues, knowledge share, work through complex projects, commit to frequent releases and maintain high code quality.

There are no 'strict' rules for pair programming, and we empower our engineers to decide if they feel it'll be beneficial on a particular problem. Depending on the project, our engineers spend between 50%-70% of their time pair programming.



Our engineers thrive in solving complex payment problems, pairing up the brightest minds to deliver technical excellence to our customers.

Andy Kuszyk
Software Engineer @ Form3

Our benefits



100% remote working



Flexible working arrangements



Generous time off



A true DevOps culture



Regular paid meetups & events



Continuous investment
in the latest cloud technologies



Education reimbursements
and training opportunities



Attend conferences
& events around Europe



Amazing culture



Over 50 nationalities

How we interview

1

Phone Screen

An initial telephone call with a member of our Talent Team.

2

Take Home Exercise

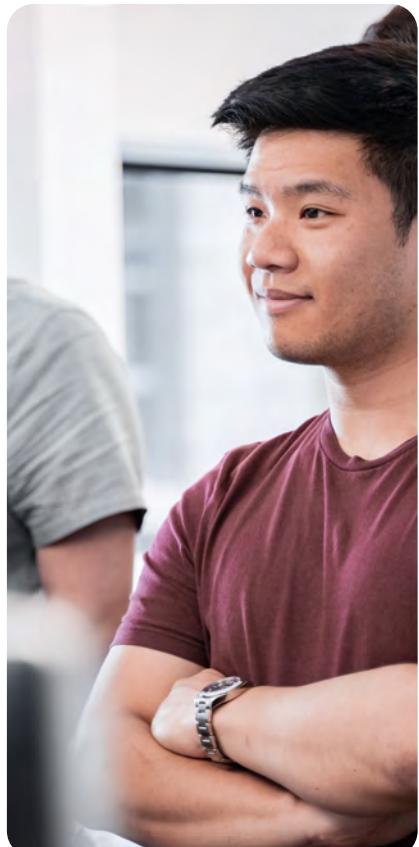
Candidates are asked to complete a technical exercise in Go. If you'd like to take a look at this exercise before applying, [here is the link](#). Please do not attempt this exercise until you have spoken with a member of Form3's Talent Team.

3

Video Interview

Technical interview with 3 members of the Engineering Team via video-link. For further information on our interview process, please see the FAQs section.

Over the last three years, we've had hundreds of software engineers go through our recruitment process and based on those conversations we have compiled a list of frequently asked questions in a separate document that we think you may find useful if you are currently interviewing with us. Please see next page for our FAQs section.



FAQ

Our Engineering Team

How many engineers are there at Form3?

As of May 2021, we have 110 engineers based in 21 different countries across the EU. We continue to add several new engineers every month.

How is the team structured?

We've many small teams of 4-8 people who own a product end-to-end. Each team consists of software engineers and business analysts, as well as an engineering lead and a product manager. As we grow we'll create more teams, but will always look to keep them small and focused.

What are the career progression pathways for a software engineer at Form3?

Every engineer has the chance to work on a variety of technologies and products, across different areas of the business. As we grow we'll further expand our product offering, whilst also seeing the number of transactions and the amount of data we process increase significantly. If technical and people leadership is of interest to you, there will be opportunity for you to step up and take on these challenges as well.

What is the turnover within the engineering team?

The turnover within our team is really low, currently sitting at just 8%.

How we work

Remote working

- Form3 has been built as a remote-friendly company with a remote-first engineering team. We are well-practiced in remote-working and have all of the processes in place for our employees to work seamlessly, wherever they are based. Slack, Zoom and Microsoft Teams are part of our day-to-day toolset. For impromptu coffee breaks we have "Donuts" and to check in with the hearts and minds of our people we use Officevibe.

Pair programming

- We also find that this helps connect people together, especially in a remote-first environment, and make sure that everyone feels like part of the same team.

Pairing is a big part of the culture within our engineering team. It has been a key tool in helping our engineers deliver the quality of code required at Form3, whilst also allowing them to learn from and get to know each other, which can be a challenge in a remote-first environment. We use pair programming pragmatically, on projects that are complex enough to justify the time of two engineers. Every engineer that we hire is communicative, collaborative and generally well-suited to pairing so we'd hope that the team we have here are all people you'll enjoy working closely with.

DevOps culture - For us, the “you build it, you run it, you support it” approach is the best way to deliver quality software therefore every engineer at Form3 takes end-to-end ownership of the work they are involved with. This includes testing, deployment and infrastructure operations. As a result of this, there is an on-call aspect to life as an engineer at FORM3 to provide out of hours support to our customers.

Agile working - All of our teams are Agile; however, we don’t strictly follow either Scrum or Kanban methodologies. Instead, we give our teams the autonomy to apply Agile practices as they see fit, meaning they can manage their workflows in a way that suits the project their working on.

Team building - We organise company meetups a few times a year. They provide an essential chance for meaningful in-house/remote bonding that strengthens collaboration for the long-term. It’s not all business though! We make sure employees who normally work remotely get the opportunity to attend too.

We also arrange hackathons to boost innovation and enhance company culture in a remote environment. Hackathons enable everyone to work as an equal, gives development teams the ability to meet face to face when work is normally done remotely and the opportunity to work in different ways to business as usual. We therefore plan to hold several hackathons throughout the year.

You can read about our most recent hackathon in this blog post written by one of our senior engineers Stuart Murray <https://www.form3.tech/careers>.

Interview process

I've not worked with Go before, should I still apply?

Definitely! Approximately a third of the engineers we have hired in the last 12 months had not worked with Go prior to joining Form3. That being said, we do ask candidates to attempt a technical exercise in Go, however experience with the language is considered when we are reviewing it.

What does the interview process look like?

Once you have applied a member of our Talent Team will be in touch to arrange a 30-45 minutes telephone call to introduce Form3 and talk through your experience in a bit more detail.

You will then be sent information about a take home exercise that we ask all candidates to attempt in Go. We really want to see an example of your best work and a lot of the candidates that we speak with have not worked with Go before, therefore we decided not to set a time limit or deadline. Take as long as you need to put together a project that you are proud of.

If feedback on your take home exercise is positive, we move straight to final stage technical interview via video-link. This is a 90-minute interview where you will meet with 3 members of our engineering team on a one-to-one basis for 30 minutes each.

How long does the interview process take?

It really depends on how quickly you are able to complete the take home exercise, but on average our interview process takes about 2 weeks from initial application to offer, although we can move faster on this, if required.

Do I receive feedback on my technical exercise if unsuccessful?

Yes. Each technical exercise is reviewed by two engineers and they will provide written feedback that highlights the positive aspects of your solution, whilst explaining areas that could have been improved.

Helpful links

Website

<https://form3.tech/about>

Useful videos

<https://form3.tech/press>

<https://vimeo.com/form3>

Blog

<https://form3.tech/blog>

Podcast

<https://tech-by-form3.simplecast.com/>

Stack Overflow & GitHub profiles

<https://stackoverflow.com/jobs/companies/form3-financial-cloud>

<https://github.com/form3tech-oss>