**Senior Programmer – Contractor / Self-Employed**

You will be working as a senior programmer with a group of other great programmers to develop and expand an existing enterprise business application in the field of HR, Payroll, Pensions and Benefits administration.

This is for long term assignments to be part of a development team working on a very large enterprise business application consisting of more than 100 integrated modules.

You’ll work on existing products already in use by serious customers with very important international projects that have a national impact in some countries.

**Skills and Experience required:**

* **Minimum 5 years** of experience in:
  + PhP, or
  + VB.Net, or
  + C#/C++
* Strong experience with large Enterprise Applications
* Experience in developing APIs is a major plus
* Some Knowledge of Accounting Principles is also important
* Good English Communication Skills
* Be a Fast learner
* Be a Self-learner

**Other Conditions:**

* Legal status: you will work as self-employed/contractor
* Location: work from home, remote
* Work time: **6 days/week, 8 hours/day**, but you can choose the days and the time-zone
* Minimum commitment: **2 years** if contracted, you must commit to at least 2 years, due to the steep learning curve of the existing software architecture and the complexity of the product
* **Paid Annual leave: None. You are a contractor, therefore there is no paid annual leave.** If you need time off, it will be unpaid.
* **Paid Sick Leave: 10 days. We will pay for up to 10 days of sick leave in a year.**
* Training Period:
  + To be a productive programmer you first have to learn our system architecture and frameworks (our experience shows that this can take up to 3 months). We therefore will pay a reduced rate during the first 2 months as per following schedule:
    - **$500 in the first month**
    - **$500 in the second month**
* After your Training Period:
  + provided you can demonstrate that you fully understand the system architecture and frameworks and you can start contributing code, your monthly rate will be increased to a **maximum** of **$1,200 per month** (depending on your performance, i.e. the speed and quality of what you can deliver).
    - Note, this increase to $1,200 / month is not guaranteed after your 2nd month, it will depend on you providing consistent high performance and will be achieved gradually. This monthly-rate will be reviewed once every 6 months, strictly based on your performance (no increase is guaranteed).
* You are responsible for your own stable internet and work tools

**Company Profile**

We are an international software firm with our own HR, Payroll, Pension and Benefits administration software used in government and private sector. Our products are unique in the global market for these types of systems. The work we do has a real impact on the clients and on entire countries which we serve. Your role is important in this and we look for people who are passionate about technology and interested in learning and taking on new challenges. Many of our staff have been with the company for 10 years or longer.

**What we offer**

* Very interesting projects to work on with prestigious international clients.
* Opportunity for you to learn about the business processes of governments and private companies around the world as you implement specific requirements.
* Opportunity for you to learn more about how enterprise level scalable business applications are built
* Long-term opportunities with additional benefits, growing responsibility and flexibility for the best programmers who show commitment, quality and speed in their work.
* Opportunity for you to play a key role in the development of a very important product.
* Ability to work from home and have flexibility about which hours you work.
* Ability to work with a team and a company which cares about its people, doing very meaningful work with a passion for technology.

**What we do not offer**

* Best pay in the industry with lots of perks
* Low pressure environment with small and easy projects building websites or apps
* Extensive training and hand-holding for people who are not able to learn on their own