Work Location & Model

The Software Engineer – Backend Development role offers flexibility in work location and model to accommodate diverse preferences and ensure productivity. This section details the work location options, work model (e.g., Work From Office, Hybrid, or Work From Home), and related expectations.

Work Location

- **Primary Location**: The role is based at the organization's technology hub in [City, Country], which serves as the central office for the product engineering team.

- **Secondary Locations**: For certain projects, the Software Engineer may collaborate with teams located in other global offices, such as [City, Country] or [City, Country], depending on client requirements.

- **Client-Site Work**: In rare cases, short-term on-site work at client locations may be required, typically for project kickoffs or critical milestones. Travel expenses, if applicable, will be covered by the organization.

Work Model

- **Hybrid (Preferred)**: The default work model is hybrid, requiring 2–3 days per week in the office for team collaboration, sprint planning, and in-person meetings. The remaining days can be worked remotely.

- **Work From Office (WFO)**: Candidates located near the primary office may opt for a full-time office-based model, which offers access to on-site resources and direct team interaction.

- **Work From Home (WFH)**: Fully remote work is available for candidates based in regions without a nearby office, provided they maintain strong communication and adhere to team schedules. Remote employees are expected to attend virtual agile ceremonies and occasional in-person team events (travel covered by the organization).

- **Flexible Hours**: The role offers flexibility in work hours to accommodate global team collaboration, with a core overlap period of [e.g., 10 AM–3 PM IST] for meetings and standups.

Infrastructure & Support

- **Office Facilities**: The primary office provides modern workstations, high-speed internet, collaboration spaces, and access to cloud-based development environments.

- **Remote Setup**: Remote employees will receive a one-time stipend for setting up a home office, including ergonomic furniture and necessary hardware (e.g., laptop, monitor).

- **Collaboration Tools**: The team uses tools like Slack, Microsoft Teams, Jira, and Confluence to ensure seamless communication across work models.

- **IT Support**: 24/7 IT support is available for both office-based and remote employees to resolve technical issues and ensure uninterrupted productivity.

Expectations

- **Availability**: Regardless of the work model, candidates are expected to be available for agile ceremonies, client meetings, and critical project deadlines.

- **Collaboration**: Strong communication skills are essential to maintain alignment with team members, whether working in-office or remotely.

- **Travel**: Candidates should be open to occasional travel for team offsites, client meetings, or training sessions (typically 1–2 times per year).

Summary

The Software Engineer – Backend Development role offers flexible work location and model options, with a preference for a hybrid model to balance collaboration and flexibility. Whether working from the office, remotely, or a combination of both, the candidate will have access to robust infrastructure and support to deliver high-quality solutions in a dynamic team environment.