



Senior Ruby Developer

We are an award winning InsurTech startup, looking for experienced Ruby developers to join our engineering team: designing, building, and optimising backend functions and services as we scale our cloud-based platforms and deliver services to our clients and customers in Europe and the US. As a senior team member you will have an influential voice in our solution architecture, technology selection and product strategy, along with the scope to develop your skills and experience in a number of directions as the business grows.

We combine smart home technology – like cameras and door/window, motion, and water leak sensors – with comprehensive home insurance, all connected to the Neos mobile app to deliver 24/7 peace of mind to our customers. Protecting what matters, when it matters, is at the heart of our business. As a startup we need to be flexible, responsive, and delivery-focused, both individually and as a collective. We employ a variety of methodologies to organise ourselves, solve problems together and make sure that the commercial and delivery teams are aligned. Our environment is sociable and cooperative, with a sense of purpose in getting things out to our customers.

We'd love to hear from you if you are:

- A senior-level developer who'll get up to speed quickly and bring additional hands-on capability to the team
- Highly experienced in a commercial environment, with expert knowledge of Ruby on Rails OR a track record of adapting from other languages
- An excellent communicator who knows how to operate effectively in distributed, cross-functional teams
- Solution-focused, able to keep the overall goal in mind, and understanding the meaning of done means done
- Ready to guide and support other team members when needed, and knowing when to reach out for assistance when things aren't going your way

We'd expect you to be highly proficient in the following areas:

- REST API development
- Git, using pull requests
- TDD with build/test automation
- Delivering as part of both agile/scrum and project-led teams

While the following abilities would be useful, although not essential:

- Understanding and appreciation of the DevOps approach
- Developing for scalability and observability of services
- Integration of third-party services and data
- Working with Ruby outside of Rails
- Pubsub and message queueing
- AWS (particularly IoT, SQS, and SNS)
- Frontend development

We're happy to discuss flexible working arrangements, although you'll be expected to meet with others in the office in London from time to time. We offer a competitive salary, along with pension and private healthcare plans.

Please note:

- We work with a third party to manage our recruitment process. By submitting an application you consent to us sharing your data with them purely for this purpose.
- If your application is successful, we'll ask you to complete a criminal record check. Depending on the role you have applied for and the nature of any convictions, we may withdraw the offer.