Lead Java Developer

Orion Global Systems – Enterprise Technology Division

Location: New York, NY (Hybrid, 3 days on-site)   Department: Core Platforms Engineering

FULL-TIME   MISSION CRITICAL PROJECT

ABOUT THE ROLE

Orion Global Systems, a Fortune 500 enterprise technology company, is seeking an experienced **Lead Java Developer** to take ownership of a mission-critical platform that is currently behind schedule. This system underpins high-volume internal and customer-facing operations across multiple business units.

You will be responsible for stabilizing the existing codebase, driving architectural improvements, coordinating with stakeholders, and leading a small cross-functional team to bring the project back on track and into long-term, sustainable delivery.

(Java 8–17) (Mission-critical systems) (Hybrid work) (Enterprise environment) (Hands-on leadership)

KEY RESPONSIBILITIES

- Take technical ownership of an existing, delayed Java-based enterprise platform.
- Assess current architecture, code quality, and delivery practices; define and execute a remediation plan.
- Design and implement robust, scalable, and secure backend services using Java and Spring (Boot / Core).
- Refactor legacy modules to improve performance, reliability, and maintainability.
- Review, prioritize, and de-risk the backlog in collaboration with Product and Project Management.
- Provide hands-on guidance and mentorship to a small team of developers and QA engineers.
- Establish and enforce coding standards, code review practices, and branching strategies in Git.

- Improve build and deployment pipelines in collaboration with DevOps (CI/CD, environment management).
- Collaborate with architecture, security, and infrastructure teams to align with enterprise standards.
- Communicate progress, risks, and trade-offs clearly to senior technical and business stakeholders.

REQUIRED QUALIFICATIONS

- **8+ years of professional Java development experience** in large-scale, production environments.
- Strong expertise with **Java 8+**, including multithreading, collections, and JVM fundamentals.
- Solid experience with **Spring / Spring Boot** for building RESTful services and enterprise applications.
- Demonstrated success stabilizing or turning around complex or delayed software projects.
- Proficiency with relational databases; ability to design and optimize SQL queries and schemas.
- Working knowledge of modern software engineering practices: unit testing, integration testing, and TDD/BDD concepts.
- Strong experience using **Git** in a collaborative team setting (branching, pull requests, code reviews).
- Experience working within an Agile or hybrid Agile environment (Scrum, Kanban, or similar).
- Excellent problem-solving skills and the ability to make pragmatic, risk-aware technical decisions.
- Clear verbal and written communication skills suitable for both technical and non-technical audiences.

PREFERRED EXPERIENCE

- **Team lead or technical lead experience** (formal or informal) is a strong plus.
- Hands-on experience with **ORM frameworks** such as Hibernate or JPA.
- Experience with **PostgreSQL** in a production environment.
- Background in designing and consuming RESTful APIs and microservices architectures.

- Familiarity with messaging/streaming technologies (e.g., Kafka, RabbitMQ, or similar).
- Exposure to CI/CD pipelines and tools (e.g., Jenkins, GitLab CI, GitHub Actions, or similar).
- Experience with containerization and orchestration (Docker, Kubernetes) in an enterprise context.
- Knowledge of cloud platforms (AWS, GCP, or Azure) and related managed services.
- Performance tuning experience at the JVM, application, and database layers.
- Prior experience in financial services, telecom, logistics, or other high-availability domains is a plus.

WHAT WE OFFER

- Competitive salary with annual performance bonus eligibility.
- Comprehensive health, dental, and vision coverage from day one.
- 401(k) with company match and employee stock purchase program.
- Flexible hybrid work model with modern office space and collaboration tools.
- Generous paid time off, including vacation, personal days, and company holidays.
- Professional development budget, internal training, and access to certifications.
- Opportunity to have a direct, visible impact on a mission-critical enterprise platform.

HOW TO APPLY

Apply via Email

Please include your resume (PDF or LinkedIn profile), a brief summary of your most relevant Java experience, and one example of a complex or delayed project you helped stabilize or successfully deliver.

Orion Global Systems is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.