

# Senior Ruby-on-Rails Software Engineer (f/m/x)



*We value humility and we're as interested in your character as we are in your talent. Please apply, even if you feel you only meet part of our listed criteria. Diversity drives innovation and we offer an international and friendly work environment with an energetic company culture. Just be yourself and maybe you'll bring something valuable to the role we didn't initially think of.*

## About Lano

The future of work has arrived - remote work is here to stay! Companies everywhere are adopting and defining new models for working in distributed teams, but they often lack the tools they need to hire, manage, and pay those teams. That's where we come in. Lano is one smart platform that gives companies of any size everything they need to build the best teams on the planet.

Lano is a place for people who love remote work. We're an experienced global team, led by serial entrepreneurs and backed by best-in-class investors. You'll find us working from our Berlin HQ - one of the coolest capitals in Europe - together with remote teammates around the world.

Join us in powering the remote revolution! We're looking **for a Senior Software Engineer**. This role can be based anywhere but we would prioritize candidates within a reasonable distance from CET.

## Your role

Lano is expanding across Europe and developing its **Tech team**. You will work with our **Head of Engineering** and cross-functionally with Product to make it happen. You will work on a day-to-day basis with our product team to design, architect and implement our product. Every day will be different; you will need to react quickly to and prioritize challenges as they arise.

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## Why join us?

- HQ in the heart of Berlin Mitte, with a nice rooftop terrace (Our remote teams are invited during yearly team events)
- Competitive salary, employee share shop, flexible working times, and volunteering time off, free beverages and fruits (for the ones coming to our Berlin office)
- A diverse & international team
- A workplace run on trust, empowerment and feedback; positive, inspiring working atmosphere
- Flexible fully remote culture, you can set your desk anywhere you wish
- Online Team events (Yoga, cooking sessions, lunch...Any proposal?)

## Your responsibilities

- You will act as a full-stack Engineer  
Product development in Ruby-on-Rails/of a Fintech web-based product.
- Integrations between our product to 3rd party APIs.
- System architecture design and implementation.
- Work in an Agile environment with strong attention to a well-documented code, unit testing, and continuous integration.
- Being able to mentor, coach, and train other colleagues as a domain expert.

## What you need to succeed

- "Product Engineering" mindset.
- Pragmatism and obsession for simplicity, efficiency, and performance.
- Extensive experience in similar roles building technically complex products in any web programming language.
- Obsession for quality.
- Eager to learn new technologies and frameworks.
- Strong communication skills (in English).

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## Nice to have ...

- A good sense of humour is always welcome
- Experience in the Fintech industry.
- Experience working with high-performing, Agile development teams.

*At Lano we want to maximize the individual's potential for all employees and reinforce an inclusive culture and environment of continuous learning that empowers people to succeed as a team. In addition to humility, we value commitment, team spirit, respect, and kindness to build trusted relationships across teams.*

*Please send your application in English and help us reduce negative unconscious bias by leaving out your picture, age, address, and other unnecessary information in your CV. We only want to know the merits on which you'd be great for this role.*

*If you have any questions or problems please reach out to us [careers@lano.io](mailto:careers@lano.io). However, we do not accept applications via email.*