About Us

Shiptheory is a leading SaaS ecommerce shipping platform that helps retailers streamline their fulfilment process through innovative, time-saving and intelligent software, removing friction and human intervention wherever possible. Automation is king.

We are continually looking for opportunities to grow our product and team. We have built Shiptheory without external funding by remaining lean, moving quickly, and working collaboratively with our users to build a platform that adds immediate value and solves problems.

Our Culture

We've got where we are now by keeping staying closely aligned with our values, which focus on results and freedom. The Shiptheory teamwork in a democratic environment and have a direct and very real impact on thousands of customers lives. We stay objective and logical by relying on data. We learn from our mistakes, capitalise on our strengths and are honest about our weaknesses.

About The Opportunity

Shiptheory is looking for a full-stack PHP developer to join our technical team in Bristol, England. As a developer at Shiptheory, you will touch all areas of our technology stack, including our core PHP/Linux/Apache-based application, our mission-critical Python messaging application and various development tools. Our database engine of choice is MySQL. Your scope will span fixing bugs, designing infrastructure and systems, building new features, maintaining our Linux based development and production servers, working with the wider team to add value to the Shiptheory platform and service and build and maintain scalable deployment pipelines.

You'll be expected to review and feedback on new code delivered by other developers and be expected to lead more junior developers in good system design, programming techniques, best practices and innovative thinking as well as contributing to internal and external documentation. You'll need to be able to identify risks and make suggestions accordingly.

What You'll Need

You will need to be passionate about building PHP based web applications with a focus on APIs **with a minimum of 2 years developing commercial-grade PHP** and will have worked on large, high volume transactional systems.

You must be able to write Python at a basic level as well as HTML, CSS and JavaScript. You will also need to be able to adapt quickly, and open to learning new languages.

Experience with CakePHP (or another MVC based framework).

Knowledge of SOAP & RESTful APIs.

An understanding of relational database design, normalization and indexing.

An understanding of ecommerce or experience working within ecommerce or shipping would be a valuable asset but is not essential.

While you don't need to be a world-class DevOps, an understanding of any or all of the following would be beneficial; Linux, Apache, networking, cloud computing (Paas, SaaS, IaaS) and DNS.
Enthusiasm for developer efficiency and CI/CD would be a bonus.

We're a small, bootstrapped team, you'll be the type of person that takes full ownership of issues, likes to get their hands dirty and doesn't have "that is not in my job description" in your vocabulary.

What You'll Get

- An influential position in a startup with a proven track record in the e-commerce world.
- Autonomy and creative freedom (provided you can back up claims and ideas).
- Great coffee, sourced from one of our own customers each month (When we are back in the office post-COVID).
- Flexible working hours.
- Unlimited vacation (up to 35 days of which are paid).
- Pension plan.

Application Process

In your application email, show us something you are proud of. Include a link or files for something you've built or any relevant profiles, such as Github, StackExchange, etc.

If you look like a good fit on paper, we'll schedule a short informal call where you can tell us more about yourself, ask us any questions you have and we will explain a little more about what we're trying to achieve and exactly what part you will be playing.

If everyone is happy after the call, we'll send you a test specification of a simple application we expect you to build. We'll then invite you in for a technical conversation to discuss what you built. This is another chance for you and us to ask any questions.

Shiptheory is an equal opportunity employer. We are committed to creating an inclusive environment for all of our employees.