

Senior Backend Software Engineer (PHP)

Position Description May 2021

About Us

EthicalJobs.com.au is working to change the world, one job at a time.

We bridge the gap between thousands of not-for-profit organisations that strive to make our world a better place, and all the passionate, values-driven job-seekers who want to “work for a better world”.

As a for-profit social enterprise and one of Australia’s top job-search sites for the not-for-profit sector and beyond, **our platform supports the work of more than 6,500 for-purpose organisations** around the country, and has a passionate community of **300,000+ unique users using the site each month**. And we’re growing!

You’ll be joining a friendly, passionate and successful team of 25 people (growing to ~30 in 2021) who share a vision of a more equitable, just and sustainable world.

Our spacious office in Collingwood has loads of natural light, high ceilings, standing desks, a large outdoor deck for lunch in the sun and drinks after work, and great food and coffee just around the corner.

About You

You’re a backend developer with **6+ years professional coding experience** in a team setting (e.g. using a CI/CD pipeline, code reviews, using Git), with at least **3 of those years spent consistently writing PHP**. Ideally your experience will span a minimum of 2 previous roles.

While not mandatory, you’ve worked in Scrum teams before and have a good understanding of the framework. “Estimation” is one of your favourite words(!) - you like to be prepared and take pride in delivering on your commitments.

Drawing on your experience as an enthusiastic contributor to technical design and architectural discussions, your collaborative style has won you the respect and appreciation of your peers. You’re an advocate for “everyone’s opinion has value” and have honed your listening skills accordingly. You’re comfortable using client libraries and crafting HTTP requests to interact with web APIs. You’ve got a clear understanding of how to consume or provide HTTP requests/responses in a RESTful way.

You know how to design a database, calling upon your understanding of SQL syntax (specifically, foreign key constraints and indexes) and relational databases in general (we use MySQL). You are also comfortable with running migrations and maintenance on databases. You understand the meaning of programming patterns or principles such as “SOLID”, “separation of concerns”, “event bus”, “Domain Driven Design” or “Test Driven Development”.

You have written many tests before, and have an understanding of when and why to use particular approaches to testing.

As a team player, you've spent a couple of years minimum of writing object-oriented code in a web framework. Your stack is second-nature to you now; and you could keep writing code if the internet cuts out (for a while, at least!).

Building and maintaining reliable platforms and systems is important to you and you're able to justify the methods you use to achieve this (such as excellent test coverage). You are able to balance the goals of software development with those of a small organisation, understanding the business needs and designing robust and high quality solutions without over engineering.

Finally, you're also someone with an interest in social-justice and/or environmental issues and wants to be part of an organisation focused on working for a better world.

About the team

We're growing! You'll be joining our product team – currently 6 software engineers, a Head of Product, a UI/UX Designer and a QA specialist. We have plans to increase the team to 12 people by December.

You'll join the rest of the team in providing a high level of input and contribution to sprint planning (currently 2-week cycles); as a result, you'll get to work on areas you're interested in, and even tinker in new areas (such as testing out a new framework in our microservice architecture).

We're a very friendly, open and relaxed team. We're always looking for different perspectives, so you'll have the opportunity to challenge implementations or ideas by anyone else in the team. We focus on the idea, not the role title.

We're all subject to code-reviews using GitHub pull requests, where we try to focus on the implementation and testing, rather than coding standards or syntax.

We've got some big, ambitious plans for the platform in 2021 and you'll be crucial in helping us to unlock these dreams.

Our Stack

We currently operate a microservices architecture using Kubernetes, a container orchestrator, which manages and deploys our code.

Most backend code is written in PHP 7.4 up to PHP 8, running mostly in Laravel and API Platform, and exists solely to be delivered as a RESTful API. These APIs are served using a cloud-native edge router (Traefik), using the microservice pattern "API gateway". CI + CD pipelines run through GitHub actions, allowing us to have automated staging & production deployments running on Google Cloud.

Each developer runs the EthicalJobs stack (API + frontends) locally for development which we're currently streamlining, and there's a staging environment for testing before production release.

Our front-end stack is built using React and JavaScript, with our main site EthicalJobs.com.au being powered by NextJS, and employers portal a standard React app. Our Kubernetes cluster and database run inside Google Cloud Platform.

Selection Criteria

We are currently hiring for roles over a range of experience levels, so if you feel over or under qualified we would still encourage you to apply. Please make note in your cover letter if you feel this is the case.

Essential:

1. Proficient with PHP 7+
2. Able to write object-oriented code
3. Able to fully document & test your code
4. Able to read & write SQL without an ORM
5. Strong familiarity with tools that enable teams to deliver code together (CI/CD pipelines, Git)
6. Experience working as part of a Scrum team, and good understanding of the Scrum framework
7. Understanding of design patterns, their importance and their appropriate use
8. Experience in breaking apart large functionality
9. Experience balancing organisational needs with software development
10. Understanding of security best practices
11. Strong communication with technical and non-technical stakeholders
12. Experience mentoring and training of team members
13. Demonstrable problem-solving & communication skills
14. Very strong self-management skills

Bonus (nice but not required):

1. Experience with Laravel or Symfony components
2. Understanding of SOLID principles
3. Understanding of Microservices
4. Experience using Docker/Kubernetes
5. JavaScript/TypeScript
6. Google Cloud Platform experience
7. Experience working or volunteering with a not-for-profit organisation or social enterprise

Hours: Full Time, with an option to work 0.9 hours.

Location: You'll work from our Collingwood office on Monday and Friday), but can choose to work either remotely or in the office on Tuesday, Wednesday and Thursday.

Salary: A competitive salary (including participation in our bonus plan) will be negotiated with the successful candidate, based on experience.

What do you get beyond a great remuneration package?

- Work remotely up to 3 days / week
- 16" MacBook Pro to work from
- A beautiful office with lots of natural light and close to public transport
- A beautiful outdoor deck to eat your lunch on
- Work anniversary lunches – our whole team will take you out for lunch to celebrate your work anniversaries
- Regular social events
- Standing desk
- Unlimited fruit, nuts and chocolate
- Pet-friendly workplace – a number of staff regularly bring their dogs in to make the office more fun
- Paid professional development / training days
- Generous paid parental leave policy
- The opportunity to have a real impact on the work of over 6,500 charities and social enterprises across Australia!

Sound like you?

To apply, please submit (via our job ad application form):

- A 1-page cover letter that outlines your experience in relation to the selection criteria above;
- A copy of your CV.

There is no application deadline for this role – applications will be shortlisted as we receive them, so we encourage early applications. Women, people of colour and people of diverse gender, age and cultural backgrounds are strongly encouraged to apply.