



About Poq

Poq is a global Software-as-a-Service platform that empowers retailers and brands to create highly effective and fully customised native apps in record time. Apps allow them to build stronger brands, sell more products, deepen customer loyalty and deliver highly relevant content to their customers.

The Poq platform is the result of years of focus on retail apps and is proven to increase customer engagement and revenue. Clients include the largest brands and retailers, such as Missguided, Hotel Chocolat, Holland & Barrett, Belk, the Cotton On Group and FeelUnique.

Founded in 2011, the company has offices in London and New York. It is Venture Capital backed having raised £16.5 million with the most recent round led by Smedvig, with participation again from previous backers Beringea and Meyer Bergman.

About the role - Back End Developer

You will have a deep understanding of the entire Backend architecture and you will be able to clearly articulate the scaling and reliability limits of the architecture. You will be technically minded, being able to jump into a complex problem, break it down and identify potential solutions. You will understand and practice agile software development and management. You will be able to mentor other Engineers to help them propel their technical knowledge and their ability to develop clean, scalable and reliable code.

What you'll be doing

- Owning the Backend tech domain where you play a key role in developing technology strategy for complete and critical areas of the business that encompass multiple systems and teams
- Being the go to person and an expert problem-solver
- End-to-end technical responsibility for project delivery
- Anticipating broad technical changes and ensuring Poqs platform is always ahead of the curve
- Establishing standards and best practices
- Quickly breaking down complex problems into potential solutions, knowns, and unknowns, in order to get to solid resolutions faster
- Debugging the hairiest problems that the team encounters and providing both short term and long term solutions.
- Producing quality metrics on the SDLC process
- Ensuring the solution is monitorable, secure and data-driven and represents the Backend team in company-level discussions.
- Leads delivery of major initiatives on clear timelines
- Is focused on business goals and able to discern where to spend developer effort
- Always looking to develop and improve their teams, the organisation and themselves in the Backend space.
- Sitting on the Architectural Review Board, providing feedback on projects outside of your core area.
- Communicating the awesomeness of the Poq tech community externally via talks and blog posts. Identifying areas that Poq can share effectively with the outside world and guiding the creation of content and communication around these areas
- Leading conversations internally about the direction of major areas of Backend tech, driving wide-team consensus to the adoption of this direction, and using this direction to inspire engineers
- Acting as a role model and mentor to the whole Backend team
- Considers long-term impacts of decisions on Poq platform & product.
- Actively educating the team and organisation in their technology domains

What we're looking for

- Line management experience.
- Problem solving skills
- Technically minded & able to quickly break down complex problems



- Significant development experience with C#.NET
- Strong knowledge of working with Rest APIs using Asp.Net Web API
- Love of writing clean, maintainable, easy-to-test code.
- Agile experience
- Mobile development experience
- Test Driven Development
- Experience developing e-commerce solutions
- Knowledge of working in open source communities
- Experience with distributed systems and micro-services architecture
- Good understanding of Azure platform

How to apply

If you're excited about joining the team at Poq, the opportunity and resonate with our Values, then we'd love to hear from you. Please email your CV to recruitment@poqcommerce.com

GDPR Compliance at Poq

Poq will use the personal data provided by you in your application to contact you regarding matters relevant to the recruitment of this role. Members of the People team and relevant hiring managers and interviewers will have access to your CV during the recruitment process.

Poq Values & Behaviours

Deliberate

- We move forward constructively with integrity and purpose
- We bring the best version of ourselves every day
- We are experts and innovators at the top of our game

Enterprising

- We are ambitious, resilient and passionate about what we do
- We are creative thinkers, problem solvers, decision makers
- We do great work and get things done together

Honourable

- We take ownership and hold ourselves accountable
- Take pride in our product, our work and each other
- We are honest, decent and do the right thing

Open

- We are open to ideas, learning and evolving
- We work together as one team
- We celebrate and embrace our diversity