



# Sr. Backend Engineer

## Our Company:

If you are looking to join a team where your opinion is valued, your contributions are noticed, and enjoy working with fun and talented people from all over the world then this is the place for you.

If you have a desire to work in an organisation that is:

- Passionate about its people
- Focused on delivering the very best tech to our customers
- Offering the flexibility to work how and where you are most successful
- Obsessed with our customer's success
- The leading SaaS platform to automate partnerships - affiliate, influencer, technology partners, and more!
- Entrepreneurial in spirit with a culture that rewards collaboration and curiosity
- Obsessed with making a difference in business and to the wider community

Impact is the global leader in Partnership Automation, working with innovative brands like Ticketmaster, Levi's, Microsoft, Airbnb, and Uber to help them manage their online affiliate, influencer, brand to brand, and content partnerships. The Impact Partnership Cloud covers the full life partnership lifecycle including onboarding, tracking ads and paying partners, recruiting for new partners, data and marketing intelligence, and protection from fraud. Founded in 2008, Impact has grown to over 500 employees and ten offices across Europe, the United States, Africa, and Asia so there is plenty of opportunity for growth and advancement.

## About Affluent:

Affluent was acquired by Impact in March, 2021. Affluent is the world's leading affiliate reporting solution for affiliate agencies and advertisers. Affluent provides clients with unified access to their data, empowering them to make better decisions, scale their businesses, and broaden their reach in the partnership economy. Affluent powers global agencies like Gen3, PartnerCentric, Streamline Marketing, Thoughtmix and many more. Founded in 2018, Affluent has grown rapidly and developed a loyal user base. Affluent maintains an entrepreneurial atmosphere and is looking for individuals who are looking to grow with Affluent and the team.

## Your Role at Affluent:

Affluent aggregates data from dozens of third-party marketing platforms, standardizes and aggregates that data, and then provides it back to clients for analysis, reporting, alerts and more.

The team at the core of our technology is the Data & Integrations team. The Data & Integrations team is responsible for Affluent's ETL engine and is tasked with building and maintaining our integrations, data architecture, and data processes.

As a Senior Software Engineer in this team, your focus will be on delivering features through planning, designing, implementing, testing and deploying. You will be self-sufficient with an understanding of ancillary services and infrastructure.

You will have experience across multiple languages with practical experience in common architectural patterns, implementing blackbox and whitebox testing and complex integration testing frameworks.

You will also be working closely with the Head of Data & Integrations to prioritise, and understand the strategic direction of the product and help team members with planning, design and implementation.

## What You'll Do:

- Develop, test and maintain software for the Platform
- Build meaningful unit, functional and integration level tests for the software built
- Develop code both independently and while pair programming
- Write and maintain design, user and test documentation
- Perform triage functionality through verification and fixing of bugs
- Build customer and non customer facing code.
- Support software testing and quality assurance processes to ensure high-quality deliverables
- Review business needs, requirements, technical specifications
- Respond to alerts, review error messages, and fix bugs in a timely manner
- Mentor and give guidance to less senior staff to grow careers
- Perform code reviews, point releases and approve pull requests
- Maintain build- and stage stability
- Research and prototype new technologies
- Design and own software solutions
- Evolve architecture

## What You Have:

- Completed B.S. In Computer Science or related field ***or equivalent professional experience***
- Open Source contributions are beneficial
- 8+ years experience in Software Development
- 3+ years experience working with Node.js, Express, Jest and related Technologies
- Agile / Iterative processes. Kanban / Scrum
- Knowledge of Relational Databases, Table design, SQL
- TDD experience
- Continuous Integration / Delivery methods, tooling, integrations
- Experience working with Large Scale processing
- Experience in monitoring, alerting and production support
- Exposure to front end technologies
- Experience Mentoring / Training teams
- Exposure and experience in any Google Cloud technology highly desired
- Knowledge of Digital Marketing is a big plus

## Benefits/Perks:

- **Unlimited PTO policy**
  - Take the time off that you need. We are truly committed to a positive work-life balance, recognising that it is important to be happy and fulfilled in both
- **Training & Development**
  - Learning the advanced partnership automation products
- **Medical Aid and Provident Fund**
  - Group schemes with Discovery & Bonitas for medical aid
  - Group scheme with Momentum for provident fund
- **Stock Options**
  - 4-year vesting schedule pending Board approval
- **Internet Allowance**
- **Flexible work hours**
- **Casual work environment**