Senior Software Engineer

About Us

Xinja is building the first, Australian, independent 100% digital bank designed entirely for mobile. We are building a bank with our customers and designed in their interests. Neo banking will disrupt the existing banking model and create a whole new generation of experiences.

Developing the first neobank in the country is an exciting and challenging task. Our ethos is based on a win-win with our customers; if they do well, so do we. We believe it's time Australians had access to the kind of technology that just allows them to get a lot more out of their money, with less angst.

We extend that attitude to our people and our partners. We look after our staff, and trust them with significant responsibility, but support them well. This is a great opportunity to be part of building a great company, and a fabulous brand.

Our 10 golden rules

To be successful at Xinja you are going to need to be happy working with our 10 golden rules

1. No dickheads... However good they may be. No dress code, but sometimes you need to look smart :-) . No power trips because of a hierarchy. Intellect, customer experience and implementation is all that matters.

2. Everything is in the cloud.

3. We use real time data to evaluate our business and we reward staff on a quarterly basis with an entirely discretionary profit share. No one gets a share of the profit if our investors aren't making money and our customers aren't happy.

4. We are here to make money, that's why we exist, and we don't screw people over to do it. We don't lie to our clients in person or in marketing. We don't engage in immoral lending; if our grandmother would think it was wrong, then it is. We aim to make lots of money ethically and we are proud of it.

5. No one is entitled to work at Xinja. It is a huge honour to represent people's hopes of a new bank and we earn that honour every day.

6. We look after our people bloody well. We stand by them if they are in genuine need.

7. We are truthful and direct with each other. Everyone says what they think in a robust, challenging, edgy environment. That means we won't be the right place for everyone to work, and that's ok.

8. We only hire people better than us. We never, ever settle because we need a body. We do psychometric testing to get the best people, every time.

9. About half our team, executive and board will be female, if they aren't we aren't recruiting the best people. We actively seek all types of diversity combined with brilliance.

10. If you discriminate against someone because of who they love/sleep with, you're a dickhead... Please see rule 1.

The Role

We seek a passionate technologist to join one of our new generation high performing Software Engineering teams.

This engineering role requires a creative thinker able to think outside the box and work with a team of skilled engineers to deliver modern innovative software solutions in a legacy free technology landscape.

Responsibilities

- Developing of software from desired requirements with approved designs to the relevant standards set by company policy and expectations.

- Being part of the design and development of software components, as well as conducting thorough unit, system and integration testing of software to ensure the highest quality at all times.

- Perform application support and problem resolution when required to support the production systems.

- Take part in the continuous evolution and improvement of the software development team processes in practices.

Skills and experience

- Bachelor's degree in computer science, information systems or a related field.

- A polyglot programmer with at least 5 years Software Development experience in a variety of programming languages is advantageous. However, your core skills and experience should be in Java.

- Solid understanding and experience in RESTful web services and architecture.

- Strong understanding and experience in Amazon Web Services (AWS) application architectures. Related AWS certifications are desirable.

- Experience with Scala and Kafka is desirable.

- Passionate about eXtreme Programming (XP) practises such as Test-Driven Development (TDD), Pair-Programming and Continuous Delivery and Deployment

- Proven experience working within the full software development life-cycle utilising the latest technologies

- Deep understanding of agile software delivery, the path to production and other operational aspects.

- A pragmatic and strategic approach to software delivery.

- You should be constantly updating your knowledge, engaging with the wider community (e.g. conferences/MeetUps), and continuously learning, and ideally actively involved in the open source community.