



## Lead Software Engineer

### Idox Software

### UK, home based with occasional travel

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#### About the role

We are seeking a talented and experienced Software Developer who is performing senior and leadership responsibilities in a team, or who aspires to take on more of the responsibilities of a lead engineer in a software development team.

The role is within a cloud engineering team that is structured to build and maintain cloud-native applications with an agile methodology. The ideal candidate will be able to demonstrate a desire for strong software development disciplines in a team ensuring coding standards and professionalism are maintained to deliver robust, modern software for Idox.

You will take a leadership role in a team of skilled engineers who are driving innovation and modernisation in the company.

#### Our Development Culture

We look for self-motivated, team-focused developers to be part of our team to ensure that freedom for creativity and innovation remain core to our objectives as a team.

These elements sit within a structure designed to ensure quality cloud-native application can continue to be built from the ground up, as well as maintaining our existing suite of software applications.

The team is full of dedicated software and QA engineers that work within an agile environment in collaboration with the other key teams in the software lifecycle.

Our technical stack encompasses a wide range of technologies so there will be opportunities to learn new skills and put them into practice.

Our developers have the freedom and opportunity to work with both established and innovative technologies, languages, and frameworks. You will be encouraged to learn and skill up on new tech.

As part of your role, you will be expected to manage your teams and your own time effectively and liaise both with team members and other staff in the company.

We ensure that time together to foster a strong team is encouraged with social events, hack days, show & tells and reserved research time contributing to this desire.

**Idox. Do more.**

## Key Responsibilities

- **Lead a team of software engineers:** Provide technical guidance and mentorship to a team with a varied range of experience, from apprentices and placements through to seasoned software engineers, establishing high standards for code, collaboration and quality.
- **Lead Software Development Projects:** Take ownership of software development projects from inception to deployment. Collaborate with cross-functional teams to deliver high-quality software products.
- **Coding and Development:** Write clean, maintainable, and efficient code using industry-standard programming languages and frameworks. Develop software components and features that are robust, scalable, and secure.
- **Continuous Integration and Deployment:** Work hand in hand with the DevOps team on automated build, testing, and deployment pipelines to streamline the software delivery process.
- **Collaboration and Communication:** Collaborate with product managers, designers, and other stakeholders to understand project goals and requirements. Communicate effectively with team members to share progress updates, address technical challenges, and ensure alignment with project objectives.

## To be successful, you'll need to be:

- Proven experience in a leadership role, leading software development teams, or proven experiences that would allow you to step into a leadership role
- 5+ years software development experience
- Expertise in multiple software languages. Desired would be proven PHP experience and proficiency with React and Next.js
- Experience with cloud-based solutions and microservices architecture, AWS experience ideal
- Strong knowledge of software development best practices, including code reviews and CI/CD pipelines
- Excellent communication skills, and a demonstratable ability to communicate complex technical concepts to technical and non-technical team members

## How to apply

Please submit a CV, and a short cover letter (*maximum 500 words - including salary expectation, and current remuneration*) explaining why this role is of interest to you and how your experience aligns with the key responsibilities to [join.us@idoxgroup.com](mailto:join.us@idoxgroup.com)

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity check;

verification of eligibility to work in the UK; and a Basic Disclosure Check. This is in order to help us make safer recruitment decisions.

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## About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments.

Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ around 660 staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

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## Our Values



**Dynamism**  
We shape our future



**Responsibility**  
We are accountable for our actions



**Integrity**  
We do the right thing



**Valued**  
We value each other



**Excellence**  
We set the benchmark for quality

**DRIVE**

The core values taking us forward

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## Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

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## Our Benefits



### Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership and control of their working life. During the pandemic, all our employees successfully transitioned to remote working and we are open to conversations on work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



### Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



### Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



### Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



### Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



### Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



### Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

## Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>

