Senior Developer

Job requirements and full description

Salary

£88,807 per year

About Annaizu

Annaizu helps UK employers connect workforce management, onboarding, immigration support and employee checks. Our developers and specialists work on the practical details that help employers support their people and maintain clear, dependable records.

About the role

Take technical ownership of complex platform work and help other developers deliver confidently. You will combine hands-on development with architectural judgement, improving the reliability and usability of software that supports UK employers, their teams and their compliance processes.

Working arrangements

Applications are open until filled. Full-time employment at FigFlex Oak House, Reeds Crescent, Watford WD24 4QP, UK. Contract duration, weekly hours, working arrangements, start date and the complete benefits package will be discussed during recruitment and confirmed in writing. No remote-working arrangement or visa sponsorship is promised by this advert.

What you will do

- Lead the technical delivery of substantial features, from discovery and design through implementation, testing and release.
- Make proportionate architectural decisions, recording alternatives and balancing delivery speed, security and long-term maintenance.
- Write production code and guide reviews across services, integrations and user-facing workflows where relevant to the feature.
- Break work into deliverable increments, identify dependencies and communicate risks early to product and operational colleagues.
- Improve performance, observability and recovery procedures; investigate difficult defects and reduce repeat incidents.
- Strengthen engineering practices through useful tests, review standards, clear documentation and deployment improvements.
- Support other developers through constructive feedback, pairing and practical technical guidance.
- Work with immigration and compliance specialists to translate complex requirements into understandable product behaviour.

What success looks like

You deliver a meaningful platform improvement, make technical decisions understandable and help colleagues work more independently. Success combines reliable customer outcomes, maintainable systems and practical support for the engineering team.

What you will bring

Essential experience and skills

- Substantial experience delivering and maintaining production software, including ownership of complex features or systems.
- Strong hands-on programming skills and sound judgement about system design, APIs, databases and integrations.
- Evidence of improving software quality, security, performance or reliability with measurable outcomes.
- Experience reviewing designs and code and supporting the development of other engineers.
- Ability to explain technical choices to non-technical colleagues and balance customer needs with engineering constraints.
- Experience planning delivery, managing uncertainty and following through on operational issues.

Useful additional experience

- Experience developing SaaS products, workforce systems or software used in regulated environments.
- Experience with cloud infrastructure, delivery pipelines and observability.
- A track record of simplifying an inherited system or improving an engineering team's delivery practices.

How to apply

Apply through the application form on this role's Annaizu careers page. Include your CV, current town or city, availability and a concise explanation of your relevant experience. A LinkedIn or portfolio URL is optional. CV files can be PDF, DOC or DOCX, up to 10 MB.

We welcome applications from people of different backgrounds. If you need a reasonable adjustment to the application process, contact our team. Right-to-work and any role-appropriate checks will be confirmed during recruitment.

Please provide only information relevant to your application. Do not include identity documents or financial information at this stage. Annaizu will use your information to review your application and contact you about the role, as described in the Privacy Policy.

Open the application form | Privacy Policy | Contact our team