Back End Developer

Job requirements and full description

Salary

£80,187 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

Build reliable services that connect workforce records, onboarding, rotas and compliance workflows. You will turn practical employer needs into secure APIs, dependable integrations and clear data flows, working with product and specialist colleagues to make the platform easier to use and support.

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

- Design, build and maintain server-side services and APIs for workforce and compliance features, with clear validation and predictable error handling.
- Develop data models and database changes that preserve record accuracy, support useful reporting and can be deployed safely.
- Integrate internal services and third-party systems, handling authentication, retries, duplicate events and failure recovery.
- Write focused automated tests for business rules, permissions and important customer journeys; review changes with other developers.
- Investigate defects and production issues using logs and monitoring, and address the underlying causes of recurring problems.
- Apply secure development practices to access control, secrets, sensitive information and audit trails.
- Work with product, support and compliance colleagues to clarify requirements and explain technical trade-offs.
- Document APIs, release steps and operational decisions so colleagues can maintain and extend the work.

What success looks like

You understand the platform's key workflows, deliver well-tested changes and leave services easier to operate. Success means dependable releases, accurate data and clear communication when a risk or trade-off needs attention.

What you will bring

Essential experience and skills

- Practical experience building and maintaining back-end software used in a production environment.
- Strong ability in at least one server-side language and framework, with evidence of learning unfamiliar systems.
- Sound knowledge of relational databases, queries, transactions, schema design and API conventions.
- Experience with source control, code review, automated testing and structured debugging.
- Understanding of authentication, authorisation, secure data handling and common application vulnerabilities.
- Clear written communication and the ability to break a complex requirement into manageable delivery steps.

Useful additional experience

- Experience with SaaS platforms, HR technology, onboarding or regulated workflows.
- Knowledge of background jobs, queues, cloud deployment and application monitoring.
- Experience improving service performance or building reliable third-party integrations.

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