

Senior Software Engineer

Role Reports to	Software Engineering Team Lead
Full/Part Time	Full time
Location	Summertown, Oxford (3 days a week) & remote working (2 days a week)

About Diligencia

Diligencia is a specialist information services provider, focused on due diligence solutions and corporate intelligence across Africa and the wider Middle East. Established in 2008, we use advanced technology and human insight to gather and compile high-quality legal entity data in territories where public domain information is not readily available. This data acts both as a foundation for our clients' KYC and due diligence activities as well as our investigative research; the data and insight we provide inform opinions and accelerate our clients' decisions.

Headquartered in Oxford, Diligencia has offices in Tangier, Morocco, and Dubai in the UAE, coordinating our data gathering activities across emerging markets. Our vision is to bring clarity to a region poorly served by reliable and accessible public record information.

What we believe in

- Clarity – our guiding philosophy informing everything we do, from the quality of our information, how we communicate and what we enable our clients with i.e., enabling clarity in their decision making
- Authenticity – our information is authentic because we have gone back to original and official data sources to establish unequivocal facts. We also strive to be authentic, open, and honest in our relationships with each other internally, and the clients and partners we work closely with; we provide information on emerging markets, which we believe should be easily and openly accessible to everyone
- Tenacity – we have had to work hard to build our database, tying together data from several different sources, sometimes entering it manually. Our company history, therefore, speaks of tenacity, the same kind of tenacity and attention to detail all our employees show when they go about their research
- Relationships – the relationships between the subjects on our database unlock the power of our information; the relationships we have with our clients, our employees, our suppliers, and our host governments are also key to our future success.

Job purpose

Due to our continued success in our online platform, we are expanding our portfolio to increase our current offerings, adding more products to our corporate intelligence and due diligence solutions.

We have a new and exciting opportunity for a Senior Software Engineer to join the team based at our Head Office in Oxford.

This opportunity is to work with our Software Engineering Team, developing the online platform used by our clients. We are striving to digitally transform all areas of the company and are seeking a talented and collaborative Senior Software Engineer to join our team and support this transformation. Our developments are predominantly web applications and support all areas of the business.

Main accountabilities

- Able to champion technical best practices within the team
- Design and development of well-structured modular systems which utilise efficient code that follows our in-house coding & quality standards
- Collaborate and add value through participation in peer code reviews, providing comments and suggestions
- Deliver technical solutions to a variety of complex problems and provide appropriate estimations
- Effective and meaningful documentation of systems to ensure ease of support and modification in the future
- Investigate and problem-solve unknown problems and deliver working solutions
- Visibility of project progress, to ensure that projects are delivered to agreed deadlines and targets
- Mentoring across the team to drive standards
- Ongoing personal development to ensure that the latest development tools and techniques can be utilised where appropriate
- Provision of timely and effective support to existing systems and solutions
- Excellent collaboration with colleagues and internal customers, to ensure that development sprint targets are met and that customer expectations are met
- Collaboration with product experts within IT and other areas of the business to ensure that a unified approach to data integration is adopted and that those project dependencies are identified and managed appropriately
- To work flexibly, which may on occasion involve out-of-office business hours, including early mornings, evenings, and weekends
- Willing to work on varied platforms and pick up new technologies relevant to the business needs
- To exhibit security best practices and guide the team in the area



This job description indicates the role and responsibilities, but should not be construed as an exhaustive list of duties that the post holder may be asked to undertake.

Requirements specific to the role

You will:

- Have a minimum of a BSc/BA in Computer Science or a related field, and other professional management training
- Extensive (5+ years) experience in at least 3 of the following: C# .Net / .Net Framework, Angular or another, Typescript SPA, CSS, SASS, SQL Server 2012+, Docker
- In-depth knowledge of software interfacing processes and technologies, including web services and APIs
- Thorough understanding of the complete software development lifecycle
- Experience in using Agile methodology
- Experience in source control and automated build/test systems
- Experience in cloud-based Continuous integration/delivery (CI/CD)
- Able to lead on projects, understanding technical and non-technical needs
- Software architecture design
- Cloud / DevOps best practices
- Extensive knowledge of the following: Cloud Architecture / DevOps, Containerisation, WebAPI, Interfacing techniques
- Patterns & Practices: Design Patterns, Microservices, Event-Driven Design, TDD/BDD
- Experience in developing high-quality software solutions which meet agreed technical and functional specifications
- Experience in testing and debugging solutions and release management/rollback strategies
- Experience in supporting and enhancing existing software solutions
- Proven ability to produce high-quality technical and end-user documentation

Experience/skills regarded as ideal but not essential

- Experience in working effectively with non-technical end-users to deliver effective business solutions.
- Experience in SQL Server / NoSQL / Azure / AWS / GraphQL / Kubernetes / DevOps Pipelines
- Excellent communication skills with the ability to convey technical information accurately and convincingly through speech and/or in writing
- Results focus sets high work standards for self and demonstrates the drive to meet targets
- Customer orientation: desire and willingness to address the needs of internal and external customers, seeking continually to improve quality & standards of excellence
- Teamwork: contribute actively to a working environment, in which team members work cooperatively with each other, accepting collective responsibility



- Planning & Organisation: prioritise, organise & schedule activities & resources to ensure achievement of results within tight deadlines
- Respect for all: demonstrate awareness of cultural and community diversity and sensitivity to the needs and feelings of other people
- Responsive to change: Receptive to the need for change and adaptable to changing work demands and conditions
- Able to work under pressure and to deadlines
- An aptitude for presenting technical information to non-technical staff

Benefits

Diligencia is a forward-thinking company that offers a generous package, including:

- Competitive base salary
- Life assurance at 4x salary
- Contributory workplace pension scheme (4% employee, 6% employer)
- 25 days annual leave
- Private health scheme

How to apply

Thank you for your interest in working at Diligencia.

Please send a copy of your CV and a covering letter to careers@diligenciagroup.com.

We will be in touch shortly if there is a suitable position available for you.

Unfortunately, it is not possible to respond to all applications due to the number we receive. If you do not hear from us, regrettably your application has been unsuccessful. We wish you all the best with your employment search.

