



We're looking for...

Mid-Level and Senior Developers

If you're smart, passionate about technology and enjoy solving complex challenges then you should apply to join our best-in-class tech team.

We believe that people are our most important asset and one worth protecting. As such, we're known for creating an enviable working culture to keep our employees smiling on a day to day basis. We offer things such as flexible hours, remote working, regular team/social events and the freedom to work on projects of individual interest to name just a few.

In fact, our impressive working culture has repeatedly earned us 1st place winners in the Sunday Times '100 Best Companies to Work for' - two years running!

A handful of things we believe in...

- Creating the best company in the world to work for (we have already conquered the UK – twice!)
- Continuous delivery - we currently release software to production around 14 times a day on average
- Cross functional teams
- Agile and Lean Startup methodologies
- Test Driven Development and Behaviour Driven Development
- Continuous innovation - we do fortnightly hackathons as one example to drive experimentation with new technologies and ways of working
- Never chaining ourselves to a technology (using the 'right tool for the job')
- Thought leadership - we host meetup groups and present talks in our office and the community
- To always be learning & improving – where we can, we look to pay for relevant conferences and events (we have even sent our Devs out to Miami, Portugal and Barcelona for conferences)

What you'll be doing...

- Being hands on in developing our products using best practices, appropriate tools, and technologies
- Working with cross functional collaborative teams, helping to clarify requirements at the onset of projects and suggesting different and relevant technical approaches
- Championing Agile processes whilst creating amazingly useful systems in a collaborative way for our customers
- Highlighting areas for continuous improvement & driving their prioritisation
- Being proactive in suggesting new tools, technologies and ways of working



Skills and behaviours we need

- A strong coder (in any language – we use Ruby and some Ruby experience would be a bonus). Our philosophy is that the programming language does not define whether someone is a good engineer or not. As such, we are open to people from different languages (you just need to be comfortable switching over to Ruby if you join us – and we will support you with that)
- The ability to communicate complex technical concepts to both tech and non-tech colleagues
- Understanding and appreciation of Agile
- Strong desire to work collaboratively with business teams (we do not divide 'business' and tech' teams, we see both as 'One Team' as we are all working towards one shared goal)
- Strong interpersonal skills to work well in our very open and friendly environment
- Pro-active in suggesting new tools, processes and technologies – anything which will help us continually improve!

A couple of our projects:

Seedy Seedy is our in-house CMS. Custom-built, it's essentially a hybrid of mark-down, Sinatra and TDD. It's empowering people across the company (particularly non-technical business teams) to get involved in pull requests, sign them off and even write code themselves. This is a big part of our culture, and we're constantly perfecting it.

Aerie We've completely overhauled our architecture to embed data into the heart of everything we do. Using the latest approaches in event streaming, we're building a brand new data pipeline that will elegantly support the analysis of both structured and semi-structured data in near real-time. It's providing rapid and intuitive customer insight for our decision makers, along with exciting machine-learning capabilities, and we've won several awards for the work so far.

We've also expanded into the US over the last 12 months and we're working on a lot of exciting new products as we test the market out there.

Our main tech stack

- Ruby
- Ruby on Rails
- Scala
- MongoDB
- RabbitMQ
- Spark
- Puppet
- AWS
- SASS / HAML / HTML5 / CSS3 / JavaScript / CoffeeScript / jQuery
- Cucumber / RSpec / Turnip / Jasmine

This list is always changing as we do not believe in limiting ourselves with technology. Experimenting and 'using the right tool for the job' is part of our code!



What we can offer

- A multi-award winning working culture and environment
- Flexible working hours
- Flexible policy on working from home
- Life insurance
- 5% pension scheme
- Childcare vouchers
- Gym membership
- Private medical care
- Dental cover
- 25 days holiday with the option to increase to 28 with our flexible benefits policy (and additionally carry over a further 5 days into the next year)
- Money back on daily well-being costs (massage, contact lenses etc)
- The opportunity to work with a best-in-class team who are at the forefront of tech providing thought leadership and hosting meetup groups in our office and presenting talks on the subject
- The annual company trip abroad (paid for!)
- Career development – This is something we're incredibly passionate about and one (of many) things we do is fund relevant training courses and conferences
- Free daily breakfast, snacks & hot & cold drinks

Awards and Achievements

- Certified as a 'B Corporation' in 2017. B Corps maintain the highest standards of social & environmental impact to prove that business can be a force for good
- Insurance Provider of the year – British Small Business awards 2017
- Winner (1st place ranking) in 'Top 100 Best Companies to Work' – Sunday Times 2015 & 2016
- 3 Star (highest) accreditation in "Best Small Companies to Work for" - Best Companies Ltd 2015 & 2016
- Business Intelligence Project of the Year – Data, Analytics and Technology Awards 2015
- 'Customer Experience Team of the Year'- National Quality & Customer Experience Awards 2015
- Best Use of Audience Insight - Digi Awards
- Use of Organic Search (SEO) Dadi Awards
- Accredited "Geared for Giving employer - outstanding contributions to charity
- Most Agile Aware Organisation Award - Agile Awards
- Best Use of Mobile Technology Award - Technology in Insurance Awards
- Named in the "Deloitte Technology Fast 500 EMEA

Where we are

Bank, London