RED EAGLE TECH

Kickstart Your Career in Software Engineering

You're keen to land your first part-time Software Engineering role with a fast-growing startup. You have a passion for coding and proven experience with freelance projects, open-source contributions or from education courses. You're hungry to be an integral part of an exciting team, driving the success of the business and rocket-powering your software engineering career.

Sounds like you? keep reading!

Hands-on training and mentorship	Exciting greenfield projects	Supportive team and manager	Emphasis on work-life balance
Flexible, hybrid (mostly remote) working	Commitment to employee wellbeing	Up to 7.5% pension contributions	Top-notch tools for the job (laptop etc)

About Red Eagle Tech

We're a friendly, family start-up at the exciting stage of bootstrapping the company from 0 to 1. We create innovative enterprise apps that help our clients automate processes, integrate systems and accelerate their business growth. We use modern, open-source frameworks and Agile ways of working. We build trusted relationships with clients across various industries, helping them to achieve their goals. Our client's success is our success.

We're a small but growing team of experienced professionals looking for a talented and passionate individual to join us. Today, our sprint meetings are at the kitchen table, but we've got big plans and we're all-in on making them happen. You'll be building awesome solutions that will power our client's businesses for years to come. You'll play a pivotal role in shaping the future success and direction of the business. Exciting? You bet.

Headline Role Summary

Software Engineering at Red Eagle Tech

As Software Engineers, we don't just write code, we craft the future of modern enterprise applications. You'll be at the heart of this exciting journey. You'll be solving real-world problems, and your code will go to production, fast. We don't hang about.

You'll be working closely with the Chief Technology Officer on cutting-edge .NET projects, creating innovative web apps and integration services, and building intuitive user interfaces that our clients will use every day. You care about doing things right, keeping client's data secure and building robust, scalable solutions.

You're passionate, eager to learn, and ready to roll up your sleeves. You'll work alongside experienced mentors who are committed to helping you be your best. And as we grow, you'll grow with us – this is your chance to be part of something big from the ground up.

This entry-level position is ideal for recent graduates or those nearing the end of their studies in software engineering, offering a fantastic opportunity to kickstart your career.

No previous professional employment is required for this role. However, you must be able to demonstrate practical experience with .NET technologies and web app development. This could be through academic projects, personal initiatives, or contributions to open-source projects. We're looking for candidates who can actively use their engineering skills from day one and learn and grow with us.

"Launch your career at Red Eagle Tech and play a pivotal role in shaping both your future growth and our client's success. Your impact starts here."

Key Skills and Responsibilities

We're looking for someone who can start contributing to projects from day one, so while you don't have to be an expert, you should already be able to:

✓ Design, develop, test, and maintain applications using C# and the .NET stack.

✓ Develop using .NET Core, ASP.NET MVC, and Web APIs.

✓ Interact with data storage solutions using Entity Framework Core.

✓ Have an interest in front-end development, with awareness of user interface design and experience building .NET Razor Pages.

✓ Work with JavaScript, HTML5, Bootstrap 5 and CSS3.

✓ Collaborate with us to produce software designs and architecture recommendations.

✓ Document technical interfaces, specifications, and solution architecture.

✓ Effectively debug problems, troubleshoot issues and communicate solutions.

✓ Maintain strong attention to detail in your work.

✓ Work independently and reliably as part of a remote team with the means to travel for some in-person meet-ups when required.

Desirable Skills

Don't sweat it if you don't have these skills yet, but if you do – bonus points:

✓ Experience with Microsoft Azure cloud services, with the ability to define Infrastructure as Code using Bicep and Azure Resource Manager.

✓ Understanding of Agile ways of working such as User Stories, product backlogs and sprint meetings and the use of tools such as Azure DevOps.

✓ Familiarity with CI/CD pipelines and automated deployment.

✓ Familiarity with microservices design principles.

✓ Develop appropriate unit tests for your application code for robustness, including edge cases, usability, performance and reliability.

Further Development Opportunities

You'll have the opportunity to carry out additional responsibilities as the role develops, taking into account your personal interests and career goals. Training and support will be provided to help you build your skills in areas such as these:

Advanced technologies:
- ✓ Use Artificial Intelligence and Machine Learning to solve real-world business problems.
- ✓ Use SignalR for real-time communication and live data visualisations.
- ✓ Build single-page app user interfaces using JavaScript libraries like React.
- ✓ Use data streaming technologies such as Kafka and Azure Service Bus.
- ✓ Securely develop Identity Provider apps and integrate with 3rd Party Identity Providers.

Solution architecture:
- ✓ Shape the cloud architecture, design and user experience of greenfield applications, defining appropriate solutions according to user requirements and business objectives.
- ✓ Design and implement containerisation with Docker and Kubernetes.
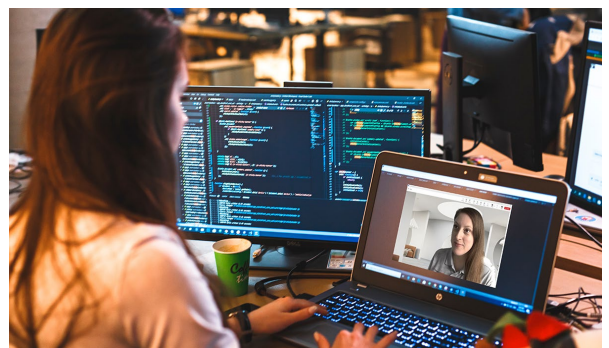
Database development:
- ✓ Develop and maintain SQL Server database solutions including schema design, stored procedures and performance tuning.
- ✓ Develop and maintain document storage solutions using MongoDB, including aggregation pipelines and performance tuning.

Business Intelligence:
- ✓ Build data visualisation solutions using Microsoft Power BI.

Application lifecycle support:
- ✓ Support production applications, diagnosing and fixing issues quickly and safely, ensuring the smooth running and high uptime of the solutions we build.
- ✓ Create and maintain high quality technical documentation and user guides.

"Mentorship from experienced professionals with 10+ years of industry experience"

About You

- ✓ You're passionate about software engineering and are eager to gain practical work experience and develop your skills.
- ✓ You have the experience to get started quickly and a strong desire to develop your software engineering skills.
- ✓ You're happy to travel to North London, United Kingdom.
- ✓ You're comfortable with version control systems like GitHub and understand the importance of code reviews.
- ✓ You're trustworthy, reliable and meet deadlines effectively.
- ✓ You enjoy working remotely in a small team, taking responsibility for your contributions and completing tasks independently, on time and to a high standard.
- ✓ You're approachable, friendly and creative.
- ✓ You're comfortable with remote collaboration via Microsoft Teams.
- ✓ You're curious and proactive when approaching new challenges.
- ✓ You're adaptable, flexible and open to learning from experienced engineers. You value and take on board constructive feedback.
- ✓ You're committed to continuous professional development and stay abreast of technology trends.
- ✓ You have access to a remote working environment suitable for completing software engineering work.
- ✓ You have a genuine desire to contribute to the growth and success of a small start-up company, and aspire to be an integral part of the initial team and progress within the company as we grow.

Our Future Roadmap

As an early-stage startup, we're poised for rapid growth. Here's a glimpse of just some of what we're focussed on making happen in the near future:

In-person collaboration days at a comfortable, flexible, serviced office space.

Top-notch development workstations with multi-monitor setups.

Team expansion across software development, design and other key roles.

Expansion of our product range and Software-as-a-Service offerings.

Your Progression

Joining us at this early stage offers unique opportunities for rapid career growth. Here's how your journey with us could unfold:

Associate Software Engineer

• Gain hands-on experience
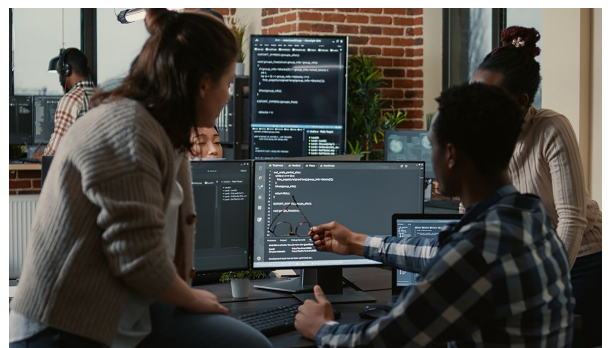• Contribute to key projects under mentorship

Software Engineer

• Lead smaller projects and features
• Mentor new team members

Senior Software Engineer

• Architect complex systems
• Drive technical decisions for major projects

Engineering Manager

• Shape the technical direction of the company
• Build and lead engineering teams

"Rapid progression based on your contribution, impact and ambition."

Benefits of Working at Red Eagle Tech

1
Software Packages

You'll receive the following licences: Visual Studio Professional
Claude AI Teams, Microsoft 365 E5 and more.

2
Tools for the Job

We issue a company ThinkPad laptop and a £100 allowance to upgrade your work-from-home setup however you need.

3
Learning Resources

We provide an unlimited Udemy plan for your professional development and are open to providing other resources if needed.

4
Competitive Pension

Enrol in our competitive defined contribution pension scheme and we'll match your contributions up to 7.5%, depending on the option you choose.

5
Supportive Mentors

Opportunity to gain valuable industry experience and enhance your skills, with mentorship from professionals with 10+ years of industry experience.

6
Regular Reviews

Regular feedback and performance reviews to support your career development. Likelihood of the role becoming full-time and permanent, with increased earnings.

7
Work-Life Balance

We strongly value work-life balance and the well-being of our employees. We have a supportive team culture and want you to thrive, professionally and personally.

8
Flexible Working Hours

We'll accommodate your schedule as much as possible. We care about your well-being and productivity, and we trust you to manage your time effectively.

9
Living Wage Policy

We pay all our employees the London Living Wage plus a bit more. We aspire for continued success and aim to offer more hours and higher pay as we grow.

Role Details

Title: Associate Software Engineer

Reports to: Director

Initial contract: 6-month temporary contract for 10 hours per week, with a target to quickly transition to a permanent, full-time position as the business grows and budget allows.
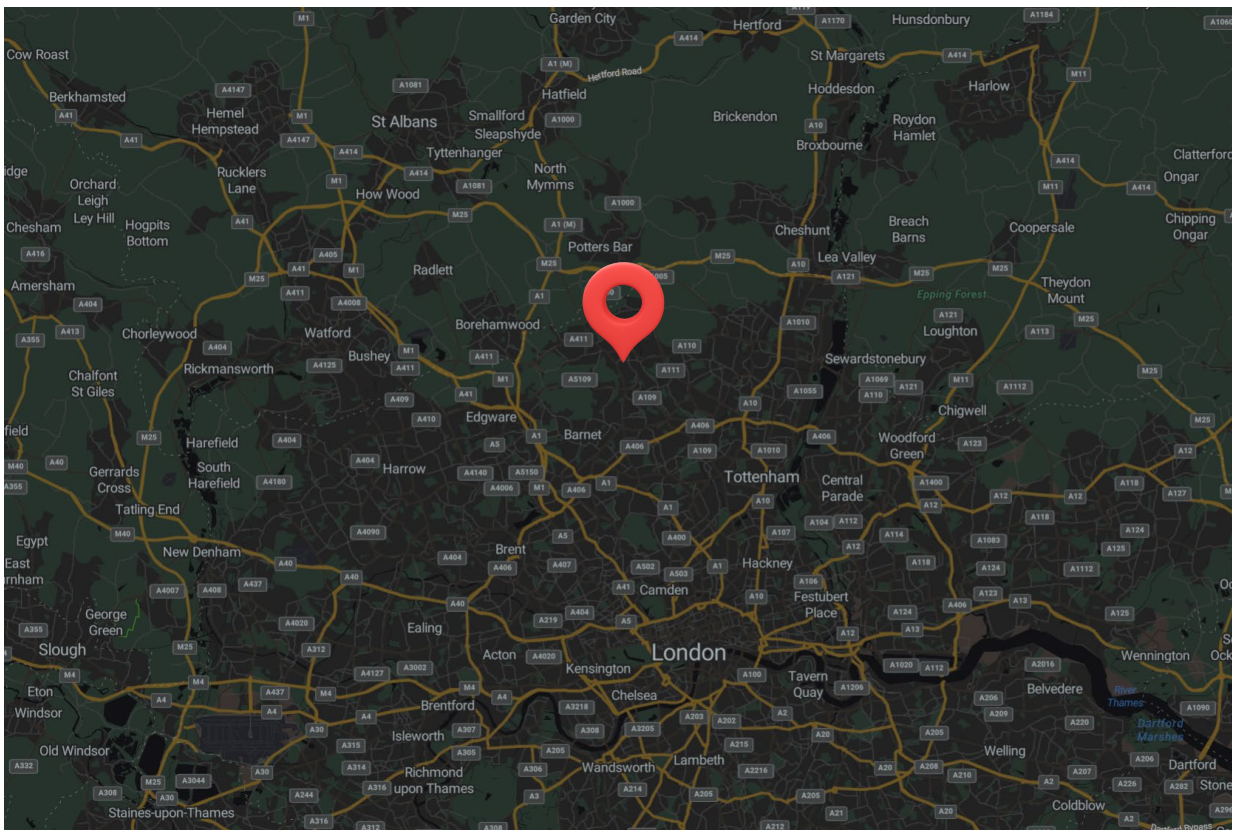
Work pattern: Flexible. Must have some weekend and evening availability.

Salary: £28,000 per annum (based on full-time hours of 37.5 per week). Pro-rated monthly starting salary will be £622.30 per month.

Location: Primarily working from home. Must be happy to travel to North London for some in-person days as required, typically once per 2 weeks although this may vary based on business needs. We're a 5-minute walk from Totteridge & Whetstone tube station.

Probation period: 8-weeks.

Location

How to Apply

Send your application to **hello@redeagle.tech** including:

1. Your completed application form with supporting statement.
2. Your portfolio of previous projects.

Application deadline: 25th November 2024

References: We'll need at least 1 reference, which could be from a university lecturer or a client who you've completed a freelance project for.

Shortlisting and feedback: If shortlisted, you'll be notified by email within a week after the closing date. Discover more about the interview process below.

We provide feedback to all applicants.

Interview Process

Stage 1: Phone chat - We'll start with a brief telephone interview of about 30 minutes. We'll ask about your experience and your motivations for applying for the role. It's also an opportunity for you to ask us any questions you may have.

Stage 2: Virtual interview – Next, we'll connect remotely via Microsoft Teams for about 2 hours. We'll ask some competency-based questions and then invite you to complete a practical exercise. Don't worry, the exercise isn't scary – it's your opportunity to show us the great work that you can do, and to share your thought process along the way. No special preparation is needed for the exercise. Don't forget to ask us questions too.

Stage 3: In-person interview – Finally, we'll invite you to meet us in person. We don't have an office (yet), so you'll come to our home in North London. It's a great opportunity to get a feel for our culture and for us to get to know each other better.

We're looking forward to meeting you. Good luck!

Join us at Red Eagle Tech and accelerate your career in software engineering.