



# Team Lead - Senior Backend

## The Role

Based in London but currently working remotely.

As a Team Lead to one of our Backend teams, your expertise will help us to take our tech offering to a new level. We offer an environment where the work is challenging, and your leadership, input and previous experience will make a real difference.

Your previous knowledge with distributed systems and frameworks will be essential to leading engaging design discussions, whilst helping drive engineering practices.

### Key responsibilities include:

- Proactively keep abreast of industry developments, skills and technologies and share information, ideas and best practice with the development team members towards continuous improvement
- Supporting, coaching and developing high performing engineers through regular 1:1s, continuous feedback and career development
- Create & maintains strong working relationships with members of the delivery team and the wider business so that the team operates efficiently
- Promote ownership and accountability, learning and mentoring, and driving our engineering pillars
- Help drive architectural discussions and best practices within the team towards engineering excellence

## The Person

You will already have a solid background in Backend Engineering with demonstrable experience working with an agile development team (SCRUM, Kanban etc). Previous experience working with a MicroServices type of architecture will be detrimental to this role, as will the ability to communicate knowledge to your team. The role will require a minimum of 3 yrs of people management experience

We welcome applications with proven experience writing modern OO PHP (using PHP 7.15.6+). Knowledge of operating in a team-based environment both remote and local will be essential for successful applicants. As will experience working with different databases and data storages. Your past experience with distributed systems coupled with your attitude as a self-starter and strong focus on team collaboration will be paramount to being successful.

- Experience writing modern OO codes and working with complex systems
- Previous experience working with distributed systems
- 8+ years of programming experience with at least 4+ years of commercial PHP
- Good knowledge of design and implementation patterns
- Experience working with concurrency, large data sets and using algorithms to deal with complexity
- Understanding of various system qualities like availability, reliability or performance and their runtime impact
- Ability to design for modern internet infrastructure operation including consideration for metrics, logging, observability and automation
- Experience working with different databases, storages and data structures
- Experience with REST API Architecture, designs and implementation
- Experience working with Linux, Docker and Kubernetes
- Experience working with an agile development team
- Strong experience using testing tools for local development
- Strong written ability and excellent communication skills
- Educated to degree level or equivalent years of professional experience

### Desirable Knowledge/Experience

- People management experience
- Experience working with Microservices type of architecture
- Working experience with another programming language: Go, Python
- Experience with lean development
- Exposure to DDD would be a big plus
- Passion for Edtech

## Benefits

- Private Healthcare
- Company Pension Scheme
- Childcare Voucher Scheme
- Eyecare Voucher Scheme
- Working from home (subject to line managers approval)
- 25 days annual leave pa
- 6 Personal Development Days pa
- 6 Volunteering Days pa
- 1 Duvet Day pa
- 4pm Friday finish
- Dedicated Wellness Manager to help you achieve an optimal state of health and wellbeing
- Variety of clubs and activities (incl Run Club, Games Night and yoga to name a couple) - Virtual
- CS Benefit Hub. Access to a huge variety of retail and leisure discounts.
- Cycle to Work Scheme. Up to the value of £1,000 (available upon successful completion of probation period)
- Competitive salary

## The Company

At Circus Street we are passionate about creating an inclusive and diverse working culture that puts it's people at the heart of it's business. A culture that supports employees in both their professional and personal development, creating a fast paced, entrepreneurial and supportive environment where all employees can thrive.

We are a training organisation that builds digital and data capability for the world's leading brands. We use storytelling, award winning visual media and interactivity to create a highly effective and engaging learning experience that is delivered exclusively online. The learning programs we develop equip teams with the tools and knowledge to work more effectively with colleagues, partners and customers and creates real business impact.

Circus Street is delivering dynamic customised global learning programs to more than 200 'Fortune 500' brands around the world, to populations ranging from 1,000-100,000+ users. The business focus is on maintaining it's edge in the continuously evolving digital age, driving exponential growth and global expansion.

Circus Street was founded in 2009 in our London head office, and now employs more than 100 people across our global sites in New York, Austin, Singapore and Sydney.

Take a look at our recruitment video: <https://vimeo.com/195957703>