

JOB DESCRIPTION

Job Title: Full Stack Engineer - Senior
Department: DET - Group
Reports To: Principal Full Stack Engineer
Key-relationships: VP of Software Development, Director of Digital Delivery

JOB PURPOSE

We are seeking a Senior Full Stack Engineer to lead the development of digital products across both frontend and backend disciplines. This role suits an experienced and highly technical engineer who can contribute to and architect end-to-end solutions. You'll work across a range of digital projects including custom applications, web platforms, and integrated tools. You should be comfortable building full systems solo or collaboratively.

You will bring strong expertise in both frontend technologies and backend frameworks, working confidently across Vue.js, PHP, Node, Laravel, AdonisJS, and more. A solid understanding of modern engineering practices and software design patterns is essential.

JOB RESPONSIBILITIES

- Design, build, and maintain full stack web applications across a range of business and technical use cases
- Collaborate with solution architects and technical leads to define system architecture and integration strategy
- Implement scalable APIs, databases, and server-side logic as well as dynamic UIs and client-side logic
- Optimize applications for speed and scalability
- Drive best practices for code quality, testing, documentation, and deployment
- Mentor junior developers and contribute to internal development standards
- Lead development on assigned projects from planning through to deployment
- Work in Agile sprints with active participation in stand-ups, planning, retrospectives, and sprint demos
- Use JIRA to manage issues, estimate workload, track progress, and ensure timely delivery

Essential skills

- Advanced knowledge of HTML, CSS, JavaScript and frontend build tools
- Proficient in Vue.js, with experience in React or Angular acceptable
- Deep experience with PHP (Laravel) and Node.js for backend development
- Strong knowledge of REST APIs, authentication protocols, and relational databases
- Skilled in Tailwind CSS, SASS, and frontend optimization techniques
- Strong command line proficiency and version control using Git
- Capable of designing backend data models and structuring scalable architecture
- Proficient with package managers (npm, Composer) and dependency management
- Experience with automated testing, CI/CD workflows, and application debugging
- Strong understanding of accessibility and SEO principles
- Experience working with task tracking systems like JIRA in Agile/Scrum environments

Desirable skills

- Familiarity with Webpack, Vite, Gulp or other bundlers
- Knowledge of EMS/CRM platforms (Salesforce, Veeva, MailChimp)
- Understanding of infrastructure and cloud deployment patterns
- Experience with GraphQL or WebSockets
- Familiarity with containerization (Docker) and DevOps concepts
- Experience with Node.js frameworks (AdonisJS, express)
- Experience with hybrid mobile app development

REQUIRED EXPERIENCE

(To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge and experience required.)

Experience

- 5+ years of full stack development experience delivering complex applications
- Experience working in a fast-paced agency or product-driven environment
- Proven ability to architect, build, and launch products independently
- Strong portfolio demonstrating full lifecycle project ownership
- Experience leading technical decisions and mentoring engineers
- Track record of working within Agile development teams using JIRA or similar tools