

**Job Title: Software Engineer**

**Location: Cardiff/Hybrid**

**Who are we?**

We're a Cardiff based FinTech who specialise in releasing funds locked in invoices (Invoice Forwarding), enabling our customers to get paid on time. We are currently in the process of completing our transition to our new micro-service platform from our legacy systems, a determination by the business to move to a single platform. 2025 represents an exciting year of growth for the business as we move to secure additional rounds of investment.

**What's it like to work at Sonovate?**

We prioritise team autonomy and empowerment, focusing on a “generative culture” approach where outcomes matter. We seek to connect our engineers with their internal customers (not just stake holders), driving a virtuous cycle of development, demo and feedback.

Teams own their services – from development to support in production, to ongoing maintenance. We don't have white tower architects telling you how to build – we empower, educate and trust our teams.

We have developed a delivery process that ensures our hard work lands well with our customers and business teams; frequent release notes and lively technical demos celebrating the collective work of all our teams.

We have regular meet ups online for socialising and learning to build rapport and relationships.

Our process is loose to allow teams to adapt and self-organize around the best process for their context and mix of personalities. Outcomes are our focus, not how we get there.

**Technology**

We are Microsoft stack (C# 8) using a mix of SQL and Cosmos DB for state, hosted in Windows Azure via Kubernetes. We have a platform of micro-services interacting via event and API calls, but continue to learn more about our domain every iteration. We have many exciting initiatives in flight to further improve our engineering to allow us to do more with less, reducing cognitive load and creating a rich environment for engineers to grow.

**Who are we looking for?**

This role is for a “mid-level” software engineer, working within one of our stream aligned teams to deliver features, perform maintenance (aka tech debt servicing) and provide 3<sup>rd</sup> line support to our amazing application support team. This is a hybrid role, with several days in the Cardiff office every month.

**Experience**

We're looking for an engineer with several years (3+) commercial experience working with other engineers to deliver software using Microsoft stacks, ideally in distributed architecture. Experience using JavaScript and HTML to delight users is a plus.

**Key Skills:**

- C# .Net
- SQL DBA / Trans-sql
- Entity Framework Core
- Cosmos Db
- Distribute Systems (Micro-Services)
- JavaScript, HTML, CSS
- Agile / Working with Agile Teams
- Async Message Operations

We're looking for engineers who are brimming with curiosity, seeking to grow their knowledge and skills. When presented with a challenge, the right candidate will naturally leap in with a growth mindset. They will understand to grow means to try and fail and try again!

What will you get in return?

- 28 days holiday + bank holidays
- Private medical insurance with Bupa
- Employee Assistance Programme
- Techscheme with Apple and Currys PC World
- Cyclescheme
- Working with latest technologies and leading SaaS providers
- Eye care vouchers with Specsavers
- 50% discounted gym membership
- 50% off mobile apps (Calm, Duolingo, Audible, Les Mills)
- 2 days charity leave per year
- You'll work for a company that is passionate about personal development and a strong community focussed culture

**Sound interesting?**

If your answer is 'yes' please email me at [alex.morrell@sonovate.com](mailto:alex.morrell@sonovate.com)

We know that diverse teams are strong teams. We promote a diverse, inclusive and empowering culture and are committed to recruiting, retaining and developing all our employees

Please note: All successful applicants who are offered a role at Sonovate will be required to pass background screening checks before starting with us. These checks will include National ID Checks, Right to Work, Employment References, Adverse Financial History, Criminal Record, Global Sanctions, Bankruptcy checks. Our Talent Acquisition team will be able to run you through these in detail at the early stage of your application.