

Title Full Stack Engineer

Reports To: Senior Engineer, Team Lead

Department: Software Engineering

Role Purpose & Scope

The Full Stack Engineer is responsible for a demanding and rewarding set of duties related to the design, development, enhancement, and delivery of industry leading web-based enterprise software. From concept to launch, this role is involved as part of a cross functional project team.

This is a true full stack position. We build on the current Microsoft stack and modern Angular, and we expect real depth on both sides rather than strength in one and tolerance for the other. You will design and build server-side services and data access in C# and .NET, and you will build the Angular applications that sit on top of them. Candidates who can reason about component architecture, state management, and front-end performance with the same confidence they bring to API and database design are exactly who we are looking for.

We also invest seriously in AI assisted development, and this role is a chance to build that skill set in a place that treats it as real engineering practice. You will learn to work alongside AI tooling in a way that raises the quality of what you ship rather than just the speed, and you will come out of this role with experience that is genuinely scarce in the market right now. The ideal candidate is self-motivated, resourceful, and brings a strong, creative, and entrepreneurial mindset.

How We Work

Written clarity matters here more than it does in most engineering roles. We expect engineers to think a change through and write it before building it.

You are accountable for everything that merges under your name. AI tooling can produce a lot of plausible looking code quickly, and the person who submits it owns whether it is correct. Getting a change verified matters as much as getting it built. Tests and documentation are part of delivering work, not follow up tasks. Sensitive parts of the system always get human review no matter what an automated check says.

We are also honest about the mix of work. A meaningful part of the team's capacity goes into extending and supporting systems that are already live, not only into new development.



Role Responsibilities

- Contribute to a team responsible for the design, development, and implementation of critical business enterprise applications.
- Build and maintain features end to end, covering C# and .NET services, data access, and the Angular front end that consumes them.
- Take ownership of front-end quality including component structure, reusable patterns, state management, accessibility, and browser performance.
- Write down an implementation approach before building, covering the files and components you expect to touch, edge cases, the test approach, and how the change can be reversed if needed.
- Work with AI assisted development tooling as part of your normal workflow and develop the judgment to know where it helps and where it should not be trusted.
- Review code carefully, including code you did not write, and code that was generated. Confirm that what was built matches what was agreed and reject work that does not reconcile.
- Develop code with unit tests, correct flaws found in testing and integrate the work into the wider application.
- Produce the test evidence, blast radius of changes, and handoff detail that lets QA verify a change without guessing what changed or what could be affected.
- Troubleshoot and correct defects in new and existing features.
- Design the integration between proposed development projects and existing systems.
- Keep documentation current as part of delivering a change rather than as a separate cleanup effort.
- Work with Product, QA, the Senior Software Engineer, and other developers to define, design, develop, test, and deploy new functionality.
- Support existing business systems by providing design, development, testing, and deployment services as assigned.
- Develop working knowledge of how our applications operate, how they are structured, and how customers use them.

Key Performance Indicators

Within your first ninety days you can take a piece of work from requirements through to a merged, tested, documented change across both the server side and the front end, without needing close supervision.

Within your first year you are trusted to review other engineers' work, you have measurably improved the quality and test coverage of the areas you own, and you can explain how a significant part of our product works to a new engineer without looking it up.



Qualifications

- Bachelor's degree in Information Technology, Computer Science, or a related field, or an equivalent combination of education and experience.
- Strong hands-on experience with the current Microsoft stack, including C#, modern .NET, ASP.NET Core, Entity Framework Core, LINQ, and SQL Server.
- Strong hands-on experience with modern Angular and TypeScript, including component architecture, reactive patterns, and state management. We want someone who has built and maintained a substantial Angular application, not someone who has only touched the UI layer occasionally.
- Solid command of HTML, CSS, and browser fundamentals, along with REST API design and consumption.
- Ability to turn an ambiguous request into clear, testable acceptance criteria and to explain your reasoning in writing.
- Ability to read and reason a codebase larger than any one person can hold in their head, and to review work written by others.
- Exposure to all aspects of the software development lifecycle.
- Strong analytical, troubleshooting, and problem-solving skills.
- Strong verbal and written communication skills.
- Ability to work in a fast-paced, dynamic, team-oriented environment.

Desired Skills

- Architectural and design pattern knowledge.
- Experience setting front end technical direction, such as establishing shared component libraries, design system conventions, or front-end coding standards.
- Test driven development, along with automated testing approaches beyond basic unit tests.
- Any prior exposure to AI coding assistants in a professional codebase. This is a plus rather than a requirement, and we will invest in developing it if you are curious and rigorous about it.
- Experience with cloud native deployment, containerization, and build and release automation.
- Experience mentoring other developers or leading technical work for a small group.
- Experience in financial services or another regulated industry.



Skills & Competencies

- Our primary application stack is C#, modern .NET, ASP.NET Core, Entity Framework Core (Code-First), LINQ, and SQL Server on the server side, with Angular and TypeScript on the front end alongside HTML5, CSS3, and REST APIs.
- We run on Microsoft Azure and use Azure DevOps for source control, build, and release automation.
- Some older modules still carry earlier frameworks and front-end technology, and modernizing them is active work rather than something we pretend is not there.
- We use AI assisted development tooling throughout our delivery process, supported by our own internal engineering practices and documentation standards. We will go into more detail during the interview process.

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