

# Software Developer

## JAVA / SPRING / FULL STACK

**Location:** Remote-first (offices in Oxfordshire, UK and Brussels, BE)

**Type:** Full-time | Permanent

**Reports to:** Principal Staff Developer

**Salary:** competitive

**Penman Consulting** builds smart SaaS tools for Product Stewards and provides world-class toxicology consultancy. We help companies manage complex compliance and regulatory workflows with ease. Our remote-first development team is expanding to deliver our next-generation platform - and you could be part of it.



### What you'll be doing...

- ✓ Build robust, scalable Java backend services with **Spring MVC**
- ✓ Work with relational databases - ideally **PostgreSQL** - using **Hibernate**
- ✓ Contribute to the front end (HTML, CSS, JS, JSP, Responsive)
- ✓ Collaborate across the team in a modern agile workflow
- ✓ Ship production-ready features with CI/CD pipelines
- ✓ Own your work from concept to deployment



### What you bring...

- ✓ 3+ years' hands-on Java development experience (Spring preferred)
- ✓ Comfortable with writing your own automation tests
- ✓ A thoughtful problem solver that can work independently
- ✓ Clean code
- ✓ Front-end skills (React/Vue) are a bonus but not required
- ✓ Cloud experience (AWS) is a bonus



### Perks include...

- + Fully remote or hybrid work – your choice
- + 25+ days holiday, pension, and private healthcare
- + Electric car scheme
- + **20% time** to explore new ideas and tech
- + A collaborative, low-ego team that values impact over buzzwords



### Our hiring process...

1. **Initial screen** – we'll get to know you and answer your questions
2. **Coding challenge** – assess problem-solving and code quality (reasonable timebox)
3. **Final interview** – meet the team, discuss your approach, values, and fit

# What to Expect...



## **Week 1:**

- Meet the team and get set up with our tools, codebase, and development practices
- Intro sessions with the Principal Staff Developer and CTPO
- Induction to the world of Toxicology
- Shadow a peer and begin exploring low-risk tickets

## **Month 1:**

- Take ownership of small but meaningful features or bug fixes
- Participate in planning and retrospectives
- Engage in peer reviews and pair programming as needed

## **By 6 Months:**

- Contribute to core components of the platform
- Influence architecture and technical direction
- Mentor junior team members where appropriate

## **By 1 Year:**

- Be a go-to expert in one or more areas of the system
- Lead or co-lead features and sprints
- Help shape the future of our product and development processes