

Python Backend Engineer

Full-time – 's-Hertogenbosch (hybrid)

Bias in hiring based on age, gender, ethnicity, or background is a huge problem. Pera is on a mission to create a level-playing field where talent is selected based on actual fit. We have developed a unique and scientifically based method analysing language use - what and how professionals speak and write. After collecting 13 million responses, we have mapped out how language use relates to measurable outcomes in a job. Guess what we discovered? Using our platform, 33% of new hires came from more diverse backgrounds than before and have 30% higher performance. Because success does not depend on your age, gender, ethnicity, or background.

Your Role:

We're looking for backend engineers to develop the brain of our product. Working with data science researchers you'll invent and implement algorithms, systems and machine learning models to analyse natural language data. The systems you develop will be exposed to clients via a GraphQL API.

We will be looking to you to provide input on architecture, design, and project execution. You will work on building a data-centric application using modern APIs. We expect you to produce tested, well-written, code with minimal supervision

Your tasks

- Design, write and test new features
- Measure, diagnose and improve API performance and availability
- Work with the team for planning and road-mapping
- Work independently and proactively to solve issues and bugs

Your profile

- You have a proactive attitude, and you are keen on pursuing and solving challenges.
- You are a team player who at the same time can perform independently.
- You have excellent communication skills.

Your qualifications

- 5 years' experience in Python web development.
- Bachelors/Master's in computer science, engineering, or equivalent industry experience.
- You have an excellent command of the English language.
- Experience with: Django, Graphene
- Experience developing GraphQL/REST APIs
- Experience with Docker and Kubernetes
- Familiar with PostgreSQL, Redis and CI/CD
- Broad and deep knowledge of web technologies, methodologies, and standards
- Strong software development and application architecture experience

We offer you

- At Pera, we offer a wide array of benefits and perks to help our employees strike just the right balance between work and personal time. We're all about optimizing productivity by maximizing joy. We like to establish a long-term working relationship with a mutual good match. Therefore, we start with a one-year contract, and, with proven good performance, we continue with a permanent contract.

In addition, we offer:

- Autonomy in a flexible work structure where you can make a difference and develop yourself
- Salary range: € 3.700,- to € 4.300,- gross per month (depending on your experience and competencies)
- 8% holiday allowance
- Possible variable salary (performance bonus, profit-sharing scheme and/or personal bonus), etc.
- Growth and development through training/conferences

Location

- The working location is the office in 's-Hertogenbosch.
- Your onboarding will be in the office.
- If COVID work-from-home rules are in effect, you will work from home.

See if you match!

Are you looking forward to making Pera's customers happy with HR Tech? Then we are looking for you!

- ▶ NO need to send your cv/resumé/motivational letter!
- ▶ Take our digital interview (Pera in action!) and find out within 15 minutes whether you are a match.
- ▶ You will be contacted by our recruiters within 5 working days.

We are Pera, People Power Progress!

Pera is a place where people of all ages, backgrounds and profiles can thrive. We set out to challenge the recruitment industry by removing human bias from the decision-making process.

At Pera, we developed a simple, 3-question, 15-minute digital interview. Instantly providing recruiters with objective and reliable insights into a candidate's unique competencies, personality, and potential.