



## Software Developer-JAVA

Number of Posts: 1

Contract Type: Full time

### Work description

As a software developer, the chosen applicant will be responsible for understanding the requirements presented to us by our clients, design solutions tackling those problems and then develop, test and deploy the required software applications. Software developers are also required to peer-review code developed by their colleagues and will receive training with regards to the business domain they are working in.

Since Phalanx Software is a fairly young company, the chosen applicant will also have the unique opportunity of helping the company grow. In particular, they will have a say on the company's overall software development process, the tools that we use and how we conduct our business in general. The chosen applicant will be required to **work remotely** from their home and the company will grant the employee help with setting up their home office.

### Requirements

Applicants must:

- be proficient in either **Java or Kotlin** and familiar with the **Spring Framework**;
- have been working as a software developer for **at least two years**;
- be comfortable using **Linux-based systems**;
- understand the **principles of good software design**;
- use a **pragmatic approach** when building software;
- be able to speak excellent **English** and communicate clearly; and,
- be **willing to learn** and truly understand the business domains that we work in.

### Training provided

The chosen candidate will receive regular training about the domains that the company works in as well as regular professional training about new and emerging techniques within the software development industry.

### Any assistance with accommodation/relocation

Candidates who choose to live in Malta and Gozo are required to make their own arrangements with regards to accommodation and relocation.

### Any other benefits

The company, and this vacancy, operates on a 32-hour work week.

### Salary

The budgeted gross salary for this role is of €35,000 per annum.

### How will the interviews be held

The recruitment process for this role involves up to three one-hour long, online meetings with members of the Phalanx Software team. In the first introduction meeting, we introduce ourselves and get to know the candidate in more depth. During the introductory meeting, there is very little focus on the technical aspects of the job and, instead, we discuss a candidate's suitability for the job based on their personality and how well they would mesh with the rest of the team.

Afterwards, a technical interview is scheduled which should not take longer than an hour. During the technical interview, the candidate is asked to walk the interviewer through completing a hypothetical task. The candidate will also be asked to review a piece of code that they haven't seen before and to make suggestions on how it can be improved. The interviewer will then assess how well the candidate can adapt and work on technical tasks, even if they are not familiar with the domain.

An optional third clarification meeting may have to be scheduled with the candidate if a number of questions arise during the recruitment process. During this meeting the candidate also gets a chance to ask more concrete questions about the job being offered and how Phalanx Software conducts its business.

After discussing the meetings with the rest of the team at Phalanx Software, the candidate is finally informed of the company's decision. If the decision is positive, the candidate will receive a job offer and draft contract for their **final signature**.

#### To apply:

Please send Letter + CV in English by email to [eures.recruitment.jobsplus@gov.mt](mailto:eures.recruitment.jobsplus@gov.mt) con copia a [pcpmixto.eures@sepe.es](mailto:pcpmixto.eures@sepe.es) quoting the name of the vacancy **Software Developer-Java** and the vacancy reference 399749 in the covering email.

Applicants must be Maltese/EU Nationals/other nationals who are entitled to equal treatment as EU Nationals with regards to employment (such as family members of EU Nationals) due to EU legislation & treaty rights regarding the free movement of workers.

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Para más información contacta con el/la Consejero/a EURES de tu provincia:

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