



**Role:** Full Stack Engineer

**Employment Type:** Full-time

**Location:** London, UK/ US, East Coast

### **About TLNT:**

TLNT is the ultimate co-creation platform, helping our partners to harness the power of creators in all corners of the world.

With over 1M creators, 2.5M social followers, 4M members and a client list including major brands, media owners and agencies, this is a truly unique opportunity to join a pioneering global company at an exciting scale-up stage.

Our Website: [www.tlnt.holdings](http://www.tlnt.holdings)

### **Our Tech Stack:**

- Back-end: Ruby on Rails, Scala with Play Framework, MariaDB, PostgreSQL
- Front-end: React, Redux, Next.js, Gatsby, Webpack, Sass, ES6, styled-components,
- Storybook, Frontity
- Hosting: AWS (EC2, CloudFront, S3), Heroku, Netlify, Vercel
- Others: ElasticSearch, Redis, HTML5, CSS

### **The Role:**

We are looking for a smart and talented software engineer who is comfortable with both front and back end programming. Join our passionate team of top-notch engineers and help us planning and building out new features and integrations to expand our products.



With a collaborative and proactive attitude, you will provide solutions for a variety of products which are in constant development in tandem with the growing needs of our clients and creative community. Working alongside product owners and project managers, your day to day assignments will be varied, however we strive to maintain as low-stress an environment as possible for all the members of our team.

Things we are working on presently include:

- Integrating machine learning and data pipelines to categorise Creator's content
- Building a predictive search tool to match Creators with Brands
- Decomposing a monolithic platform and refactoring for scalability and agility

Our engineering principles include:

- **Aligned Autonomy:** We have clear and ambitious challenges, the shape of the solutions to solve them is down to you. Found a 3<sup>rd</sup> party service which is going to beat writing our own? Pilot it and integrate it.
- **Own it:** You build it..... You run It.
- **Outcomes over Output:** What it does in Prod is as important as getting it to Prod. We need to build the right thing, in the right way. Time, cost and quality of solution are relative to the value of the problem we are solving.
- **Clean is Fast:** Simplicity and clean code is the only way to go consistently fast in the long run. Future you knows this.
- **Keep the talent bar high:** We hold ourselves and our team-mates to very high standards. We enjoy working with smart and passionate people and know a small number of hyper performers runs rings round an army of the average. We won't compromise long term talent density for short term needs.

### **Responsibilities:**

- Collaborate with the Product & Technology team to write various software for our digital platforms
- Proactively and confidently make suggestions and decisions based on experience
- Be a mentor to those who need it, and take advice and direction when necessary
- Understand business needs and how they translate into technical solutions



- Keep up with industry trends and new tools, technologies & development methods

### **We'd love to hear from you if you have...**

- Strong experience and understanding of Scala and Ruby on Rails. A preference for functional / immutable approach is welcome, but we are pragmatists overall.
- Bonus points for knowledge and experience of React, AWS, Heroku, SQL, Java, Angular JS
- Experience working with fast-moving and evolving tech-based companies
- A hunger for solving problems and learning new tech and skills.
- Experience analyzing, interpreting, and leveraging data to make business decisions
- Experience in working in teams remotely across different geographical locations
- Experience in either a start-up, scale-up or high growth business
- Excellent stakeholder management and communication skills
- A bonus would be that you have passion for all things creative

### **Incentives:**

- Competitive salary
- Future participation in an employee share option scheme being established early 2021

### **Next Steps:**

1. We'd love to see what you can do. What's the URL of your github? If you don't have one, why not?

Please note this role will be remote, operating on London UK/ US East Coast time zones

- Submit your CV and answers to the questions to [careers@talenthouse.com](mailto:careers@talenthouse.com)



Please note that due to a high number of applications, if you do not hear back from us within two weeks your application has not been successful