Role: Ruby Back-End (Remote)
Employment Type: Full-time
Location: Remote

About Talenthouse:

Talenthouse 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

The Role:

We are looking for a Ruby on Rails developer responsible for managing complex web applications accessed by thousands of users daily. Your primary focus will be development of all server-side logic, definition and maintenance of the central database, and ensuring high performance and responsiveness to requests from the front-end. You will also be responsible for integrating the front-end elements built by your co-workers into the application. Therefore, a basic understanding of front-end technologies is necessary as well.

Responsibilities:

- Design, build, and maintain efficient, reusable, and reliable Ruby code
- Write code that interfaces with a variety of services: PostgreSQL, MariaDB, Redis, Elasticsearch, RabbitMQ, and more
- Integrate user-facing elements developed by front-end developers with server side logic
- Identify bottlenecks and bugs, and devise solutions to these problems
- Help maintain code quality, organization and automatization

Skills and Qualifications:

- At least 5 years of experience with Ruby on Rails, along with other common libraries such as RSpec
- Working experience on high-traffic, complex websites
- Excellent understanding of the Ruby syntax and its nuances
- Solid understanding of object-oriented programming
- Good understanding of server-side templating languages
- Good understanding of server-side CSS preprocessors
- Basic understanding of front-end technologies, such as JavaScript, HTML, and CSS
- Solid understanding of paradigms like MVC, Mocking, ORM, and RESTful
- A knack for writing clean, readable Ruby code
- Ability to integrate multiple data sources and databases into one system
- Understanding of fundamental design principles behind a scalable application
- Able to create database schemas that represent and support business processes
- Able to implement automated testing platforms and unit tests
- Proficient understanding of code versioning tools, including Git
- Familiarity with continuous integration

Things we are working on presently include:

- Rewriting our client side apps for performance and maintainability
- 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 3rd 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.

Next Steps:

- Submit your CV and cover letter to 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