Junior Software Engineer - Data & AI

Farsight Software Ltd · Royal Leamington Spa · £32k–£36k · Permanent, full-time · Two positions

This is an entry-level role working with live data and AI agent platforms. You'll work alongside a growing team with the support of senior staff and will take on more responsibility as you learn.

As a junior member of our team, your reliability, problem-solving mindset, and ability to learn is as important as any direct experience you have had with particular technologies. You'll have a computer science or related degree or equivalent and practical skills with Git, Python, and basic SQL.

The work

You will join our two founders, an existing junior colleague, and another entry-level starter in a small software consultancy based in a recently renovated period property in the heart of Leamington Spa.

The team develops and monitors two production platforms for a US client: a data platform that brings together information from different sources to produce data products for the business users, and an AI agent platform that helps people work with documents and data through Teams and Outlook.

Both use Python and SQL. You will learn the codebases, take on agreed development tasks, check that scheduled jobs have run successfully, investigate problems, and help test and release changes. As you learn, you'll take on more complex development, troubleshooting, and release work.

The majority of the role will be development although checks and release work may be a significant part as well at first. Other technologies you will learn to use include PySpark, Databricks, Azure DevOps, and Terraform. You will also learn to use AI coding assistants effectively and critically, understanding how to review, test, and understand the code you produce with them.

What we're looking for

- A computer science or related technical degree, or equivalent capability gained through another route, plus a substantial working project you can discuss.
- A careful, curious approach to solving problems, dependable follow-through on agreed work, and willingness to ask questions, share progress, and work with others.
- Practical Python and Git skills.
- An understanding of relational databases, and the ability to read and write straightforward SQL.

Experience with data pipelines, CI/CD, cloud services, automated tests, production support, or the platform-specific tools above is useful, **but not essential.**

You must have the right to work in the UK; we cannot sponsor visas. You must also be willing to take part in approximately monthly out-of-hours work arranged in advance.

Pay and benefits

The salary is **£32,000–£36,000**. We expect someone who meets the essential criteria without substantial directly relevant experience to start near £32,000. The upper end is for someone who also brings a strong range of the desirable skills or experience. Other benefits include:

- 25 days' holiday plus statutory bank holidays.
- Pension with a 5% employer contribution on basic salary.
- Up to £1,500 a year in discretionary funding for agreed training, certifications, or conferences.
- Sick pay and death-in-service cover (after probation).
- Flexible, pre-agreed start times, with core hours of 10:00–16:00.
- Time off in lieu **plus** discretionary bonus pay on any agreed additional out-of-hours work.
- Potential for remote work in future, although you can remain office-based if you prefer.

Apply

For the full job description and person specification, visit **farsightsoftware.com/jobs**. Send your CV and a short covering note to **careers@farsightsoftware.com**. In no more than one page, tell us about a technical project you have worked on and a problem you investigated or resolved. The closing date for applications is the **9th of November 2026**. We will review all applications received before this date.

The process is a 30-minute introductory call, a take-home exercise capped at two hours, an interview with both directors, and a video call with the client. You can do the exercise at a time that suits you. If you reach the client video call, we will share your CV with the client beforehand. We will update you after each stage.

Equal opportunities and accessibility

Farsight Software Ltd is committed to equality of opportunity. We welcome applications from all qualified candidates regardless of age, sex, race, religion or belief, disability, gender identity, gender reassignment, marriage or civil partnership status, pregnancy or maternity, or sexual orientation. Every application is considered on its merits against the published Person Specification.

Our office is up a flight of stairs with no lift. If this presents an access barrier, we will discuss reasonable adjustments or alternative arrangements, including to the initial office-based period. We can also make adjustments to the recruitment process; please tell us what would help.