Job Description

Role details

Job title	Junior Software Engineer - Data & AI
Employer	Farsight Software Ltd
Location	Royal Leamington Spa, initially office-based
Contract type	Permanent, full-time
Hours	37.5 hours per week, with occasional pre-scheduled out-of-hours work
Salary	£32,000–£36,000 a year, depending on experience

About us

Farsight Software Ltd is a small, well-established software development, design, and consultancy firm founded in 2013. We're a friendly, professional, respectful, and inclusive company. You'll join a growing team working from a recently refurbished period office building in the centre of Leamington Spa. The office space includes a kitchen, shower facilities, bike storage, and potentially car parking.

You'll work as part of a friendly hands-on team comprising one of our company directors, an existing junior colleague, another entry-level starter, and members of our client's team in the US.

About the role

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.

Working with the team lead, 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. There may be more checks and release work initially, but this will lessen as you help improve automation.

You will learn and use technologies including Databricks, PySpark, Azure DevOps, and Terraform. You will also use AI coding assistants effectively and critically, understanding how to review, test and understand the code you produce with them. Over time, you will also work on other client projects as they arise, and you may contribute to other suitable work projects.

Our team is closely integrated with the client's team. While much of the work will be self-directed, a significant part will be client-facing and will require good team-working skills. These permanent roles support our expanding work with a longstanding US client, and rely on that engagement continuing.

Key responsibilities

Initially

- Work on Python and SQL tasks in both codebases, including fixing defects, writing tests, documenting changes, and adding new features. Tasks may involve data pipelines, data models, or the AI agent platform.
- Alongside the other entry-level starter, conduct a morning check of overnight jobs. Record failures or unusual results, investigate them with a colleague, and raise issues promptly.
- Help test, prepare, and verify releases and data changes using the team's checklists. Update runbooks and deployment notes so colleagues can share checks and releases.
- Take part in code reviews and design discussions, and help improve automated tests, error handling, and logging.

As you learn the platforms

- Take on more complex data pipeline, data model, and AI agent work, including changes prompted by user needs or changes in source data. Work with the client's data and business teams to understand the context and provide solutions that work for the client.
- Investigate and resolve more complex failures with colleagues, help restore service where appropriate, follow through on durable fixes, and improve monitoring and alerting.
- Help plan, carry out, and verify releases and data or schema migrations with the team lead, keeping environments consistent and recording changes.

Collaboration, communication, and working relationships

- Work productively with the team lead, your coworkers, and the client team, reporting progress, risks, and issues clearly and proactively, and engaging in team meetings in a positive and professional manner.
- Contribute to estimates and planning, giving honest assessments of feasibility and effort.
- Record time worked against projects accurately and promptly to support client billing.

This list describes the team's work. The tasks assigned to each engineer may differ and change over time, depending on project needs and individual strengths, and may include other tasks appropriate to the role.

Hours and location of work

The role will initially be based in our Royal Leamington Spa office while you get settled into the team and the role. Once established, if you're interested in hybrid or remote working we are happy to consider it depending on the needs of the team and the business.

Standard hours are 37.5 per week, excluding lunch breaks. We operate **core hours of 10:00–16:00**. Start and finish times can be agreed in advance around these core and standard hours.

There will be the occasional need for work outside of normal business hours. This will be monthly at most, and will be pre-arranged and compensated with time off in lieu and discretionary out-of-hours bonus pay.

Employment terms and benefits

In addition to the significant amount of on-the-job mentoring and skills development that will come with this role, we offer a range of benefits including:

- **Holiday -** 25 days per year plus all statutory bank holidays.
- **Pension -** Workplace pension with 5% employer contribution on basic salary.
- **Sick pay -** After probation, up to 4 weeks of full pay in a 12-month period.
- **Training -** Discretionary budget of up to £1,500 plus up to five paid working days for pre-agreed training, certifications or conferences.
- **Out-of-hours pay -** Out of hours work will be agreed in advance and compensated with time off in lieu and discretionary out-of-hours bonus pay.

There is an initial probationary period of three months, which we may extend to a maximum of five.

We expect to start candidates who meet essential criteria but don't have substantial relevant work experience at the low end of the advertised salary range. The upper end of the range would be for an exceptional candidate with experience and the full range of essential and desirable skills.

Recruitment process

The selection 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 complete the exercise at a time that suits you. We will update you after each stage.

Eligibility and pre-employment checks

- Applicants must already have permission to work in the United Kingdom. We cannot sponsor visa applications for this role.
- Any offer is subject to satisfactory references and standard pre-employment checks, including verification of identity, right to work, qualifications, and employment history.
- We will share CVs and interview notes of candidates who advance to the interview stage with our client in advance of the video call.

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.

Our office is on the first floor, with no lift. We are happy to discuss reasonable adjustments or alternative arrangements if this or any other matter presents an access barrier. If you need an adjustment to any part of the recruitment process, please let us know. We are happy to consider any reasonable request.