

## **ROLE PROFILE: Software Engineer**

**Location:** Menlyn, Pretoria (Hybrid - 2 remote days/week)

### **About Us at Bob Group:**

At Bob Group, we're on a mission to revolutionize e-commerce in South Africa by simplifying and enhancing the online shopping experience. Our innovative platform combines a marketplace, online payment solutions, logistics, and parcel lockers—all powered by cutting-edge technology. We're growing fast, and we're looking for passionate individuals to join our collaborative, no-nonsense team.

We believe in transparency, flexibility, and ownership, and we've created a work environment that fosters personal growth and empowers you to make an impact from day one. Say goodbye to corporate red tape and hello to a place where your contributions truly matter.

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### **What You'll Do:**

As a **Software Engineer** at Bob Group, you'll play a pivotal role in building and maintaining the next generation of e-commerce solutions. You'll design, develop, and optimize scalable software that drives innovation and delivers real value for our users.

Your day-to-day will include:

- **Software Development & Maintenance:** Design, develop, and maintain high-quality, scalable software solutions that deliver seamless user experiences.
- **Collaborative Problem-Solving:** Work alongside product managers, designers, and other engineers to deliver features and products that solve real-world problems.
- **Code Reviews & Mentorship:** Lead by example in writing clean, efficient code. Participate in code reviews to share knowledge and maintain high technical standards.
- **Continuous Innovation:** Stay on top of emerging technologies and best practices to ensure our solutions remain cutting-edge and secure.
- **End-to-End Ownership:** Take full responsibility for your work, ensuring high-quality, timely delivery that drives the business forward.

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## What We're Looking For:

We need someone who has:

- **Education:** Degree or Diploma in a relevant field
- **Experience:** 4+ years in software development. Experience in e-commerce, logistics, or fintech is a bonus.
- **Technical Skills:**
  - ◆ **Frontend:** React, Vue, or Angular and/or
  - ◆ **Backend:** Go, C#, Java, JavaScript or similar languages and/or
  - ◆ **Mobile:** Experience with React Native or similar mobile frameworks is a plus.
- **Passion for Innovation:** A genuine interest in building software that creates exceptional user experiences.
- **Strong Problem-Solving Skills:** You're not afraid to tackle complex challenges and develop creative solutions.
- **Collaboration:** A team player who thrives in a collaborative, cross-functional environment.

## Nice-to-Haves:

- Degree or diploma in Computer Science (though we value experience above all).
- Prior experience in **logistics, e-commerce, or fintech** is advantageous.

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## Why You'll Love Working Here:

- **Flexibility:** Hybrid working model with flexible hours and 2 remote days/week. Work where you work best.
- **Growth Opportunities:** We're committed to your career development, learning new technologies, taking on new challenges, or advancing your career.
- **Inclusive & Transparent Culture:** We value openness, transparency, and ownership. Everyone's voice matters, and you'll be heard.
- **No Corporate BS:** Enjoy a work environment free from unnecessary bureaucracy that focuses on results and collaboration.
- **Supportive Team:** You'll work alongside talented, driven people who are passionate about what they do and genuinely support each other.

**Company Reg:** 2000/010005/07  
**VAT Number:** 4490188267  
**Customs Code:** 20272634

**Johannesburg:**   
010 005 6200

**Pretoria:**   
012 940 1060

→ **Perks:** From good coffee to snacks, we ensure you're fueled for success.

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### **Is This Role for You?**

If you value a transparent, flexible, and growth-oriented environment and are passionate about building innovative tech that makes a difference, you'll fit right in.

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### **What We Offer:**

- Competitive salary
  - Hybrid working model with flexible hours
  - Opportunities for career development and advancement
  - A collaborative, open environment with a focus on personal and professional growth
  - Fun, supportive colleagues and a positive company culture
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### **Apply Now:**

At Bob Group, your work is your own, so if you're ready to take ownership, make an impact, and grow alongside an ambitious, dynamic team, apply today.

Ready to make an impact? Let's chat!

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