

[**Magnetic**](http://www.magnetic.com/) is a digital technology company specialising in retargeting solutions that combines Ad Tech and Marketing Tech to power brand awareness and direct response campaigns. Magnetic uses billions of search data queries and a proprietary bidder (Demand Site Platform) to programmatically buy and reach audiences who have signalled either interest or purchase intent: <https://www.youtube.com/watch?v=Hz_SIHYCMoA>.

Magnetic’s highly distributed, low latency platform uses an exclusive combination of data and cutting edge technology to reach, attract, and engage consumers at scale, from prospecting to retention. The platform is aimed at tackling the high volume, low latency world of real-time online advertising auctions. This is a data intensive and performance driven role in which you will be: designing and developing reliable, fault tolerant distributed systems and researching new open source frameworks and prototyping components.

The platform is written primarily in Python and Magnetic are big advocates of open source technologies. Other technologies you will have the opportunity to work with include: MongoDB, Cassandra, RabbitMQ, Kafka, but they are always adapting and using new technologies – recently they are considering using Go to build their distributed platform. They are looking for a flexible and technically agnostic Software Engineer who is excited by building low latency, distributed systems and improving the performance of their code.

This is a very relaxed, start-up environment where you will have the opportunity to be involved in the important decisions with regards to which technologies to use and how to manage projects. The organisational structure is an innovative “Spotify” approach with geographical tribes and cross-functional squads, with high level chapter groups according to specialisation so there is maximum visibility throughout the company. Perks include individual budgets for technical development (so you can attend/present at conferences), quarterly hackathons, tech debt sprints to re-engineer old code, health insurance, pension, childcare.

They’re paying competitive salaries up to £85,000 for this role, and are looking for Software Engineers with varying levels of experience. Magnetic is currently based in Marble Arch, Central London.

**YOU:**

* Have experience with low latency, distributed systems.
* Have experience with messaging systems, Unix scripting, relational and non-relational databases, fully automated systems.
* Are a pragmatic polyglot that is highly test-driven with a passion for open source technology. You are a Back-end Developer that is happy to jump in to the front end and take on a 360 degree full stack developer role.
* Excited by challenging problems and performance driven code.