

Senior Platform Developer - London

Magnetic is tackling the high-volume, low-latency world of real-time online ad auctions, and we need your help. We measure traffic in billions of events per day across four data centers, and we're only just getting started. Do you dream about building distributed systems? Are you excited by shaving fractions of a millisecond off of your code's run time? If so, we want to hear from you.

What You'll Be Doing:

- Designing reliable, fault-tolerant distributed systems
- Researching new open source frameworks and prototyping components
- Defining the future of Magnetic's back-end technology stack
- Working with a small team to execute on all of the above

What We're Looking For:

- Excellent analytical skills and a "systems thinking" mindset
- Proficiency with non-relational databases and key-value stores
- Past distributed systems experience
- 6 years work in Java, Python, Go, C/C++, or another server-side language
- Great interpersonal, written and verbal communication skills, including the ability to explain technical concepts to non-technical co-workers

What we offer in return:

- Full funding for any global tech conference in which you are accepted as a speaker, and an annual budget to go to local tech conferences or training courses as an attendee
- A relaxed and comfortable work atmosphere
- A wide ranging benefits scheme including pension, medical & dental insurance, annual travel-pass scheme and childcare vouchers
- "No-policy" vacation and time off policy (you'll just need your manager's approval)
- A results-oriented startup mindset, with sane working hours and a stable business model
- Stock options.

How we work:

Until recently the Magnetic engineering department has followed a traditional scrum/agile approach to team management. Following the recent addition of MyBuys' development teams in Ann Arbor (Detroit) and San Mateo (California) we are now in the process of adopting a variant of the "Spotify Agile" approach for organising geographically distributed teams:

- Two geographical "Tribes": London/New York and Ann Arbor/San Mateo.
- Cross-functional scrum "squads" of 4-6 developers within each tribe.
- High-level "chapters" grouping developers by specialism within a tribe (web, data, qa, etc.).
- Looser-level "guilds" grouping developers by specialism across tribes.
- 2-week sprint cycles.
- Quarterly company hackathons and dedicated tech-debt sprints.

The Hiring Process

Our typical hiring process involves three stages and gives candidates a chance to interact with both our London and NY development teams. We try to make a final decision within three weeks of application where possible.

Stage 1: Informal phone/skype call to discuss the role + the company and to go over the candidate's recent work experience (typically ~20-30 minutes). The goal of this stage is to ensure the candidate understands the role and that it is a good fit for their experience level and career goals.

Stage 2: In-person interview with our London development team (~2 hours, during office hours). The goals of this stage are to gauge the candidate's ability to describe systems they've worked on and to test basic coding and software design skills. This stage typically involves:

- A white-board architecture exercise.
- A coding exercise in the candidate's preferred language + IDE/editor (or their own laptop). Candidates are expected to demonstrate knowledge of their preferred language's standard data structures and how to write unit tests.
- A datastore design/modeling exercise.
- General technical questions based on the candidate's CV.

Stage 3: Video-link interview with members our NY team (~2 hours, can be done in an evening after work). In this stage the focus is on candidates' communication skills (since the role will involve a lot of collaboration with our NY team). The exact format of this stage can vary depending on how the candidate performed in stage 2. Typically it will involve another coding exercise on a collaborative editing tool.

About Magnetic:

Magnetic, the leader in search retargeting, is a digital technology company specializing in ad targeting solutions that combine intent data with display advertising to power brand awareness and direct response campaigns. Magnetic uses billions of search data queries and a proprietary bidder to programmatically buy and reach audiences who have signaled either interest or purchase intent where they spend 96% of their time online – on news sites, blogs, e-commerce sites and social networks. Founded with a specialized focus on search retargeting, Magnetic's advertising solutions also extend to site retargeting, and include advanced media optimization and buying, and cross-channel capabilities.

Headquartered in New York City, Magnetic also has offices in Los Angeles, Chicago, Detroit, Atlanta, Toronto and London. For more information, please visit www.magnetic.com .