honey

Job description

Position Title	Software Engineer
Date	10 January 2022
Department	Engineering
Reporting to	VP of Engineering

About us

At Honey, we like to do things a bit differently. You'll notice this from the very first time you meet with one of our talented team, right through to your first day at Honey. We challenge expectations, are always looking to make a difference, questioning what we're doing and asking if there's a better way. We are exceptional at what we do and every single one of us brings a unique talent to Honey. We are incredibly resourceful and bring great energy and a can-do attitude to every conversation, where everyone has an equal voice and we know a good idea can come from anywhere.

We are proud that every one of our team has equity in Honey, that's right from everyone in the call centre through to the team leading this business we all own a piece of the pie. That means we all have the same goals and aspirations for changing the current home insurance landscape. We all know there is a 'better' way of doing this insurance thing and we are all passionate about making this the 'new' way. The Honey way. Honey will be our proudest moment on your CV, it will be the job in ten years time you look back on and feel chest puffed out proud about, not only because of the success of the company but because of what we built. Together.

Are you in? If so, read on.

Why we're different

Honey is Australia's first smart home insurance for the modern-day homeowner, renter or landlord, on a mission to eliminate the majority of avoidable accidents that happen in the home. We do this through a re-imagined approach to home insurance that lets customers easily sign-up with the

right level of cover by using satellite and third party data, and then provide customers with smart home technology to help protect their homes.

Honey took Australia by storm when it launched in June 2021 with the largest Seed funding round in Australian history of $15.5 million led by RACQ, AGL, Mirvac, Metricon and many other industry leading Australian companies. And we are growing fast.

The low down

We are looking for Software Engineers to join us in creating this better way. We move fast, we make quick, collaborative decisions and we work closely with Product and Design. Our responsibility covers the whole stack from truly modern, transparent and simple user experiences to efficient, scalable infrastructure to data and analytics and everything in between. We work as a team and support each other as we tackle new challenges.

Key aspects of role

- You'll be part of an empowered team that has full ownership of the solution, working closely with top-notch product and design team members

- The team is responsible for the end to end solution. You may work primarily in a specialisation (like React), but you'll be ready to jump in wherever the team needs you

- You'll act as a custodian of the codebase and you'll actively participate in code reviews to protect and enhance the integrity and quality of our code

- You care about product and customer outcomes. You won't be satisfied being told what to build. Instead, you'll participate in decision making

- We're in this together and you will support and mentor other engineers where you are able. Likewise, you'll welcome guidance from others

- Honey will not be a flash in the pan that is forgotten in 6 months time. You will contribute to our long term technical and architectural vision

- While tech debt is inevitable, we make holistic decisions, considering short and long term needs of all stakeholders, when accruing and addressing it

- You will participate in monitoring the performance of the system and, when necessary, you'll assist in responding to technical issues

- Speed is our advantage and we do everything to maximise it including meeting in person, in the office 3 days a week

Qualifications & competencies

- You know that there is always a way, there is always a solution and the best idea may come from anyone

- You welcome the challenge of new things, new ideas, picking up new technologies and working through uncertainty

- 3+ years building software products

- You have strong software engineering fundamentals. For example:

  - you understand OOP and functional programming principles

  - you practise secure coding principles

  - you write elegant, reusable, testable and maintainable code

  - you come up with simple solutions to hard problems

  - you create systems that are fit for purpose, building what you need now, with an eye on the future

- You have good communication skills, both written and verbal

- Experience with any of the following is valuable: Typescript, React, AWS Services, AWS Serverless Architecture, data engineering and architecture, secure programming

The Honey Referral Program

The Honey journey is only just beginning. We're rapidly gaining momentum, and our first priority is to recruit more incredible people to join our journey. Think you know top-tier talent that could suit the Honey team to a tee? Great, there's something in it for you too.

The Honey Referral Program offers up to **$3,000 for those who refer successful employees to Honey** and that thank you gift comes to you 6 months after they start with us. Whether you know someone who's got code-crunching in their DNA, or a knack for translating jargon into everyday language for customers, then we want to hear from you.

They say it's who you know, and we want to know too!