

## JOB SPECIFICATION

# Engineering Manager

### Essential Information

**Job Title**

Engineering Manager

**Team**

Engineering

**Line Manager**

CTO

**Location**

Hybrid: Home & London Bridge/Winnersh

**Employment Type**

Full time, permanent

**Package**

- Salary commensurate with the seniority of the role
- Comprehensive benefits, including life and health cover
- Participation in an HMRC EMI share options program

**Thames Valley**

Artesian House  
Gazelle Close  
Winnersh  
RG41 5QS

**London**

Runway East  
Chapter House  
18 Crucifix Lane  
London  
SE1 3JW

**Contact**

+44 (0)330 321 0101

[fullcircl.com/join-us](https://fullcircl.com/join-us)

[CV@fullcircl.com](mailto:CV@fullcircl.com)

## We go FullCircI

FullCircI connects the insight you need when it matters most. We partner with more than 700 of the UK's leading banks, insurers and FinTech to deliver market leading insight on their business customers. Clients use our product to solve three mission critical business challenges, namely how to: identify & acquire, verify & onboard and retain & grow customers.

Following the recent acquisition of W2, a specialist compliance and fraud platform, FullCircI's identity solutions products are maturing to reach new regulated markets, including gaming and gambling.

Our web applications and APIs are now used by more than 15,000 end users in large clients including **Barclays, Lloyds, NatWest, and Aon**, as well as powering digital journeys for high growth challengers such as **Tide, GoHenry, Mettle, Caxton**, and hundreds more.

Having established a roster of blue-chip enterprise clients in the UK, FullCircI is now looking to expand its reach through continued investment in the platform and exciting partnerships with category leading vendors including **Acturis, nCino and IDNow**.

We have more than doubled in size over the past two years and is now a scale business that has been profitable since early 2022.

FullCircI was formed in 2021 following the merger of Artesian Solutions and DueDil. In September 2023 FullCircI acquired W2 Global Data Solutions. FullCircI is backed by top-tier investors which include Octopus Investments, Notion Capital, Augmentum Fintech and notable angel investors which include Dr Steve Garnett (EMEA Chairman SFDC).

## We GRAFT to get it done

We want to hire like-minded people which is why our core values are important because if you join us it is pretty important that you fit right in. Ask yourself, do they describe you?

Growth Mindset	Resourceful	Accountable	Factual	Team
We are the change we want to see	We find a way to get it done	We do what we say	We tell it like it is (without being a jerk about it)	We put the mission before ourselves

## We're trusted by 600+ leaders in Financial Services



*This merger brings together two exciting UK FinTechs both of which play a key role in the broader NatWest Group; providing client relationship intelligence for our frontline and business development teams and, via their integration with Mettle, helping us completely automate business account opening. I am looking forward to seeing what the combination of these two great innovators will bring.*

**Ian Isaac Managing Director – Lombard**

## What we can offer you

- We are a team that has a clear view of where it wants to go and are committed to supporting each other to get there.
- We have created an environment where driven and accountable people thrive, and the development and progression of people in our team is a top priority.
- We have been successful by building relationships with senior leaders in banking, insurance and FinTech and consistently delivering value to their teams.
- We operate in an environment where your contributions will be meaningful and good work recognised.
- We provide competitive compensation and benefits and believe employee ownership is a key part of cultivating the mindset we want from everyone.

### THE ROLE

## Engineering Manager

We realise at FullCircI that it takes a dedicated team of brilliant people to continually innovate, push boundaries and exceed expectations. We pride ourselves in bringing together a diverse group of individuals with the skills, energy and shared passion to help us do amazing things. Still led by our three original founders, we're constantly on the lookout for rising stars.

We are seeking a development manager to join our team and to work on a variety of assignments alongside our product and commercial management teams. The role will be based at our offices in our Winnersh (Reading, Berkshire) or London office with home working also encouraged. Duties will include core product development as well as working closely with our product teams on existing projects and new innovations to support company growth and profitability.

### OUR TECH STACK

- Kotlin, Vert.x, Python, .Net
- Data pipelines written using Spark and orchestrated with Airflow
- GraphQL - This is FullCircI's unified internal data access layer. This is backed by a number of upstream data stores - Elasticsearch, PostgreSQL, Kafka and on-demand external API's
- Microservices written in various languages including Kotlin/Vert.x, Node, Python and backed by Docker, K8's, GCP
- Service monitoring in StackDriver, Prometheus and Grafana
- Frontend technologies React, Angular, Redux, Webpack

### KEY RESPONSIBILITIES

- Along with product and engineering leadership, define objectives for the team and make sure they're scoped to an adequate level of detail
- Drive technical projects and provide leadership and guidance on execution
- Work incrementally with the team in an agile fashion according to clearly defined priorities and objectives, with an eye to minimizing risk and time to delivery.
- Maintain an active role as an individual contributor
- Report on team progress to engineering leadership

- Carry out performance reviews of team members in collaboration with respective heads of function
- Responsible for day-to-day line management and support of engineers on your team

## TECHNICAL REQUIREMENTS

- Previous experience for managing a small engineering team
- At least 5+ years of programming experience in our tech stack, or ETL data infrastructure projects
- Keen interest in and passion for programming, excellent OO knowledge. Enthusiasm for modern design patterns like DI & ORM etc. and a desire to design and build architecturally strong solutions
- Good general knowledge of relational databases (SQL) and document stores (NoSQL), the social media landscape, SaaS, business intelligence and analytics landscape
- Experience building business applications, with particular emphasis on API integrations, CRM with SaaS style deployment characteristics
- Team oriented, tenacity and enthusiastic about quality
- Ideally within reasonable commuting distance of our offices in Winnersh or London

## OUR AMAZING BENEFITS

- A team of like-minded people committed to your success, now and in the future.
- Hybrid/flexible working model – with 3 offices, London, Reading & Cardiff!
- 25 days' annual leave
- Life Assurance and a fabulous Employee Assistance Programme.
- Private Healthcare – includes dental and optical!
- Discounts on various retail stores, gym memberships and a bike scheme.
- Access to LinkedIn Learning.
- Peer to peer recognition...and much, much more!

## ABOUT US

- We have a culture deeply engaged in D&I and have a team dedicated to overseeing this
- There are 18+ languages spoken between us!
- We actively engage with and support charitable initiatives and volunteer opportunities
- Our skills are shared through our Mentorship program, all are welcome to join
- All ideas and feedback are welcomed. We want all FullCircl'rs to have a voice

## How to Apply

If this role is of interest send your CV to [CV@fullcircl.com](mailto:CV@fullcircl.com) and we'll be happy to have a conversation - speak soon!