



Job Specification

Job Title	Senior Full Stack Engineer
Location	Remote-based (UK) with occasional travel to CSA Cyber / FluidOne offices as required
Reporting to	Head of Software Engineering (Rob Jones)
Salary	Competitive salary package and benefits
Working Hours	37.5 hours per week, Monday – Friday
Company Overview	CSA Cyber, established in 2013, provides cyber consultancy and managed services designed to detect, protect, and educate against modern cyber threats. CSA is backed by FluidOne, a market leading connected cloud solutions provider, who provide support and funding firepower for our ambitious growth plans. Our vision is to be one of the UK's leading cyber security providers, recognised as the go-to experts in our field and providing a full range of cyber services to our clients, enabling them to focus on running their businesses. CSA's extensive service offering helps businesses understand the cyber threat and the measures they need to put in place to be more cyber secure. Each of CSA's services covers a variety of areas from training, security assessments, products, crisis response, managed protective and detection capabilities and consultancy services. Staff culture is key to our success, and the leadership team are committed to ensuring that CSA is an excellent place to work, promoting a team and proactive approach to cyber detection and response, whilst developing our people and having fun along the way.
Job Description	As a Senior Full Stack Engineer at CSA Cyber, you will design, build and maintain new user-facing features across our proprietary, cloud-hosted platform, including the Unified Portal that gives our customers visibility of the cyber security services we deliver. Reporting to the Head of Software Engineering and working within an agile team, you will take features from concept through to production across the full stack, in an AWS-hosted environment. You will be a senior contributor: setting a high bar for code quality and security, helping shape technical direction, and mentoring other developers as we scale a platform that sits at the heart of CSA's managed services. Critically, you will be an advocate for AI engineering: someone who genuinely embraces AI tooling and

knows how to embed it effectively across the software development lifecycle (SDLC) to raise the team's pace and quality.

Key Accountabilities

- Champion AI-assisted engineering, embedding AI tooling and practices effectively across the SDLC.
- Deliver high-quality, secure, user-facing features across the CSA platform and Unified Portal.
- Design and implement RESTful web services and the front-end components that consume them.
- Own features end to end: technical design, development, testing, deployment and ongoing support.
- Contribute to architectural decisions and the technical direction of the platform.
- Uphold code quality, security and performance standards through code review, automated testing and secure coding.
- Mentor and support other developers, sharing knowledge across the engineering team.
- Work with product, SOC and operations stakeholders to turn requirements into working software.

Core Responsibilities

Development & Delivery

- Build new features across the back end (Java / Kotlin, Spring Boot) and front end (Angular, TypeScript, Node.js).
- Design and implement RESTful APIs and integrate with internal and third-party systems.
- Work with relational databases (SQL): schema design, queries and performance.
- Containerise and deploy services using Docker within an AWS environment.
- Python skills are ideal to have, supporting tooling, automation and AI integration work.

AI-Augmented Engineering

- Embed AI tooling and techniques across the SDLC, from design and coding through code review, testing and documentation.
- Evaluate and adopt AI engineering practices that measurably improve delivery speed and quality and share them across the team.

Technical Quality & Security

- Champion clean, maintainable, well-tested code and modern engineering practices.
- Participate in code reviews and contribute to CI/CD pipelines.
- Apply secure-by-design principles appropriate to a cyber security company.

Collaboration & Ways of Working

- Work within an agile (Scrum/Kanban) delivery team.
- Use git-based source control and collaborative development workflows.
- Contribute to estimation, sprint planning and continuous improvement.

Essential	Experience & Background • A relevant computer science-related degree and at least 3 years' commercial development experience; OR at least 5 years' commercial experience developing modern web applications. • Demonstrable experience taking web application features from design through to production. Technical Skills • Strong Java development skills. • Experience designing and implementing RESTful web services. • Experience developing modern web applications. • Good understanding of relational databases. • Experience with source control systems such as git. • Comfortable working in an agile development environment. • A genuine enthusiasm for AI engineering, with a practical understanding of how to embed AI tooling into the SDLC effectively (e.g. AI-assisted coding, code review, testing and delivery). Other Requirements • Excellent written and verbal communication skills. • Right to work in the UK. • Eligible for SC clearance.
Desirable	<i>A strong candidate may bring some of the following. We are open to back-end-strong developers with the appetite to work across the full stack.</i> • Spring Boot. • Front-end development with Angular (or React). • TypeScript and/or Python. • Node.js. • Amazon Web Services (AWS). • Docker and containerisation. • Linux. • Exposure to, and a keen interest in, cyber security.
Other Details	• Fully remote within the UK, with occasional travel to CSA / FluidOne offices or team events as required. • Workplace Health and Benefits Package. • Access to online cyber training courses and packages. • Workplace Pension Scheme (payable from start date, if applicable). • 34 days paid holiday (inclusive of public holidays) per year. • Fantastic company culture including regular team building and social events. • Excellent progression opportunities and training support.