



Laravel Developer

Pune, India

About the role

We are seeking a talented and highly motivated Laravel Developer to join our growing PHP Technical team.

Idox is a dynamic and innovative company, committed to delivering high-quality solutions to our clients. As we continue to grow, we are seeking an experienced Laravel Developer to join our PHP Technical team. This is a great opportunity for a talented developer to take on new challenges, contribute to exciting projects and work with modern technologies in a collaborative and supportive environment.

You'll be joining our brand-new Laravel workstream, working alongside the Senior Laravel Developer to help establish Laravel development practices and contribute to building our Laravel expertise from the ground up, with a clear development pathway to senior Laravel developer roles as the workstream grows.

As part of Idox, our technology teams are leading many initiatives in digital transformation for Local Government, with our Developers being a core element within these projects.

This is a team which is passionate about technology. We love what we do, and we are keen to enrich the team further by hiring a Laravel Developer to join us.

As a Laravel Developer, reporting into the Senior Laravel Developer, you will be responsible for developing, optimizing, and maintaining high-quality backend services and APIs using Laravel, Elasticsearch, and Redis. You will work closely with cross-functional teams, including our UK and India-based Web Development teams, to deliver scalable and efficient backend solutions that power modern web applications. Your growing expertise in API development and data management will be critical in driving innovation and ensuring seamless integration between frontend and backend systems.

You'll work on high quality, sustainable solutions, which bring tangible benefits to civic life. Please look at our website to get a feel of the contribution you'll be making as part of the Idox team:

<https://www.idoxgroup.com>

Our Development Culture

We are a team of dedicated developers and QA staff that deliver incrementally in sprints, within an Agile (SCRUM) environment.

Every team member participates in our sprint planning, stand-ups, and retrospectives. Our development process favours frequent collaboration. We prefer clean code to over-engineering.

As part of your role, you will be expected to manage your own time effectively and liaise both with team members and other staff in the company.

Idox. Do more.

Key responsibilities

- Design and develop high quality backend services and APIs in accordance with the overall solution architecture, adhering to design, regulatory, industry and product quality standards.
- Build robust, scalable RESTful APIs using Laravel that serve frontend applications and external integrations.
- Implement efficient data storage, retrieval, and search functionality using PostgreSQL and learn Elasticsearch integration.
- Contribute to application performance optimization through effective use of Redis for caching and session management.
- Collaborate effectively with UK and India-based Web Development teams to implement API contracts and ensure seamless frontend-backend integration.
- Support migration projects by contributing to ETL processes for transitioning data from legacy platforms to new systems.
- Ensure high standards of security, performance, and data integrity throughout backend services.
- Contribute to database schema design and implement business processes effectively.
- Participate in code reviews and contribute to establishing high code quality standards within the Laravel workstream.
- Work closely with the Senior Laravel Developer to learn advanced Laravel patterns and architectural principles.
- Respond to technical and support queries, analysing issues and implementing solutions to prevent re-occurrences.
- Develop skills and experience toward progression to senior Laravel developer roles as the workstream expands.
- Work with CI/CD pipelines and automated deployment processes for backend services.

To be successful:

- 2-4 years of Laravel development experience, or 3+ years PHP development with minimum 18 months Laravel experience.
- Solid experience building APIs and strong understanding of RESTful design principles.
- Good foundation in relational database concepts and PostgreSQL experience.
- Willingness to develop proficiency in Elasticsearch and Redis with guidance from the Senior Laravel Developer.
- Basic understanding of data migration and transformation processes with desire to develop ETL expertise.
- Enthusiasm for growing technical skills and taking on increasing responsibilities.
- Proficiency in modern PHP (PHP 8+) and solid object-oriented programming principles.
- Good understanding of MVC architecture and Laravel's core ecosystem (Eloquent, Artisan, etc.).
- Experience with version control systems, particularly Git.
- Knowledge of basic authentication and authorization mechanisms for APIs.
- Understanding of database fundamentals, including indexing and query optimization basics.
- Experience working in Agile development environments.
- Strong communication skills for collaborating with distributed development teams.
- Understanding of security best practices for web applications and APIs.
- Familiarity with testing methodologies, including unit and integration testing.
- Adherence to Idox Information Security policies and protocols.

Additional desirable qualities:

- Some exposure to search engines and full-text search concepts.
- Basic knowledge of caching strategies and performance optimization techniques.
- Interest in learning microservices architecture and API design patterns.
- Familiarity with CI/CD processes and automated deployment pipelines.
- Some exposure to AWS services and cloud-based development environments.
- Basic knowledge of containerization technologies (Docker).
- Understanding of queue systems and background job processing concepts.
- Interest in data processing and analytics concepts.
- Fluency in written and spoken business English.
- Experience of working closely with UK, European or US IT service businesses.

About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments.

Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ around 700 staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

Our Values



Dynamism
We shape our future



Responsibility
We are accountable for our actions



Integrity
We do the right thing



Valued
We value each other



Excellence
We set the benchmark for quality

DRIVE

The core values taking us forward

Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers, and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

Our Benefits



Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership, and control of their working life. During the pandemic, all our employees successfully transitioned to remote working, and we are open to conversations on work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

How to apply

Please submit a CV, and a short cover letter (*maximum 500 words - including salary expectation, and current remuneration*) explaining why you feel you would be suited to this role to **join.us@idoxgroup.com**

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity check; verification of eligibility to work in the UK; and a Basic Disclosure Check. This is to help us make safer recruitment decisions.

Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>