



# Senior Laravel Developer

**Pune, India**

---

## About the role

We are seeking a talented and highly motivated Senior 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 Senior 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, provide technical leadership, and work with modern technologies in a collaborative and supportive environment.

This is a greenfield opportunity to establish and lead a brand-new Laravel workstream within our existing PHP team. You'll have the opportunity to build Laravel development practices from the ground up and shape the technical direction of this growing specialisation.

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 Senior Laravel Developer to join us.

As a Senior Laravel Developer, reporting into the PHP Technical Team lead, you will be responsible for leading and managing the Laravel development workstream, including technical direction, code quality and team mentorship with Laravel specialisation. This will also include developing, optimising, 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 expertise in API development, technical leadership, 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.
- Lead the Laravel workstream development approach and standards.
- Mentor Laravel developers and establish Laravel specific best practices.
- Collaborate with PHP Technical Team Lead for visibility of Laravel workstream activities.
- Drive Laravel technical decisions while aligning with the overall PHP Team organisational responsibilities.
- Serve as the primary Laravel expert for the broader PHP team.
- Build robust, scalable RESTful APIs using Laravel that serve frontend applications and external integrations.
- Architect complex database schemas and implement efficient data storage, retrieval, and search functionality using PostgreSQL and Elasticsearch.
- Lead the optimisation of application performance through effective use of Redis for caching and session management.
- Collaborate effectively with UK and India-based Web Development teams to design API contracts and ensure seamless frontend-backend integration.
- Take ownership of migration projects, including defining and implementing ETL processes for transitioning data from legacy platforms to new systems.
- Ensure high standards of security, performance, and data integrity throughout backend services.
- Lead code reviews and establish best practices for code quality within the Laravel workstream.
- Own delivery quality and technical standards for all Laravel based projects within the workstream.
- Respond to complex technical and support queries, analysing root cause of issues and implementing robust solutions to prevent re-occurrences.
- Work with CI/CD pipelines and automated deployment processes for backend services.

## To be successful:

- 4+ years of demonstrable experience with Laravel framework and PHP development best practices.
- Strong expertise in designing and building RESTful APIs for consumption by frontend applications and external systems.
- Extensive experience with PostgreSQL database design, optimization, and complex query development.
- Solid knowledge of Elasticsearch integration and search operations for application functionality.
- Proven experience with Redis for implementing caching strategies and session management.
- Strong understanding of ETL processes and data migration methodologies from legacy systems.
- Demonstrated experience mentoring junior developers and providing technical leadership.
- Expert understanding of software architecture principles, design patterns, and scalable application design.
- Proficiency in modern PHP (PHP 8+) and advanced object-oriented programming principles.
- Deep understanding of MVC architecture and Laravel's complete ecosystem (Eloquent, Artisan, Queues, etc.).
- Expert-level experience with version control systems, particularly Git and branching strategies.
- Strong knowledge of authentication and authorization mechanisms for APIs, including OAuth and JWT.
- Advanced understanding of database indexing, query optimization, and performance tuning.
- Extensive experience working in Agile development environments and sprint planning.

- Excellent communication skills for collaborating with distributed development teams and stakeholders.
- Expert understanding of security best practices for web applications and APIs.
- Strong experience with testing methodologies, including unit, integration, and API testing.
- Experience of user authentication protocols between multiple systems, servers, and environments.
- Familiarity with Laravel's limitations and effective workarounds.
- Adherence to Idox Information Security policies and protocols.

## **Additional desirable qualities:**

- Advanced experience with search engines and complex full-text search implementations.
- Deep knowledge of caching strategies and advanced performance optimization techniques.
- Understanding of microservices architecture and API gateway patterns.
- Strong experience with CI/CD processes and automated deployment pipelines.
- Significant exposure to AWS services and cloud-based development environments.
- Knowledge of containerization technologies (Docker, Kubernetes).
- Experience with advanced queue systems and background job processing.
- Understanding of data warehousing and business intelligence concepts.
- Experience with load balancing and horizontal scaling strategies.
- Fluency in written and spoken business English.
- Experience of working closely with UK, European or US IT service businesses ideal but not essential.

---

## **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>