



Backend Engineer

Berlin, Germany

heyday is building the one-stop shop for employee perks & benefits. We make it easy and convenient for businesses to reward their employees and enable meaningful social interactions with and amongst them – while taking care of the administrative hassles. We are a young startup that is now looking to expand its team.

The role:

- We are looking for a Backend Engineer who will be one of the first developers on the team and helps to set up tech with us in a greenfield approach
- You will be a pioneer in delivering perks & benefits to our customer's employees with a fantastic user experience
- You will closely work with the founders and other team members in a small and highly motivated team

What you get:

- The chance to build a new software product from the very beginning and shape our technology and our engineering culture
- A competitive salary, an attractive share package, as well as a very flexible work-from-home policy
- The possibility to work with the team you always wanted, because you will help make and shape that team
- All the perks & benefits that we offer will be available to you – and heyday's goal is to make that benefits package the most attractive one around

What we look for:

- You are a backend developer who can help setting up the environment and build the product from day 1 onwards
- You have experience in agile software development, architecture design, and DevOps
- Significant experience in backend development (especially Node.js)
- You are generally proficient with JavaScript-related frameworks – TypeScript experience is a plus
- Strong proficiency with SQL & NoSQL database design (e.g., with PostgreSQL, MySQL, MongoDB, or similar)
- Experience in cloud hosting and serverless infrastructure (e.g., Docker, Kubernetes, AWS, Azure, Google Cloud Platform, or similar) is a plus
- Additional experience with front-end technologies and single-page applications (especially React.js) is a plus
- You have an entrepreneurial mindset, want to move and build things fast and operate under the "ask for forgiveness instead of permission" principle
- You see this as the chance to execute your vision and make something you are truly proud of, without the need to convince nitpicking leadership every step of the way



More Background on the team and company

The founders:



Rachel, CEO | 

I have worked in various functions & companies in consulting, banking and brand management in Europe and the US. My focus in building businesses is around two-sided digital platforms and am fascinated by their intricacies and potential to change an industry. I love the potential to create new realities and patterns through what we do: whether by shaping how consumers and companies interact with the world through our product, or the company culture we create.

Dustin, CPO & COO | 

I found my passion for agile software development in the past few years working in a startup and, prior to that, at McKinsey Digital. By training, I am a mechanical engineer that considers himself a digital native that started writing small programs on my Commodore computers when I was a kid. I am a deeply values-based person who feels most inspired working in diverse teams with great people that are on the same mission: to deliver an amazing product.



Our current status:

- We have already built an MVP (demo upon request) that serves initial customers
- We have secured our first partners and customers that joined us with our initial go-to-market
- We have set up the company and received significant funding
- We plan to expand our tech team asap
- We believe in transparency as a value and promise to give you a full overview of where we are in the process and what concrete timelines are

What we want to achieve:

- Have first tech hires join asap – we are quite flexible, but we need you to be on board soon to gain velocity
- We want to replace the existing MVP to gain velocity in adding more and more perks and partners to our platform to increase customer value
- We are building a values-driven company where diversity of all kinds is fostered as a source of distinction and good decisions
- We define ourselves as a tech company, where engineering culture and a user-centric mindset are crucial to the success of our mission