

Lead Integration Developer (.NET / APIs / Cloud) for Emplify

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At Paychex Europe, we simplify payroll, HR and workforce management for businesses across Europe. We believe great results come from people who take ownership, share knowledge, challenge the status quo and treat colleagues and customers with honesty and respect. These behaviors shape our culture and reflect the values we live by: Integrity, Respect, Partnership, Curiosity, Accountability and Service.

When you join our team, you can make a mark by helping us deliver solutions that make work easier for businesses and their employees.

Lead Integration Developer (.NET / APIs / Cloud) for Emplify

We're modernising the platform behind our rapidly growing HCM product, Emplify People.

As our Lead Integration Developer, you'll define the technical direction for APIs and integrations while helping evolve the platform towards a cloud-native architecture.

As a senior team member, you will be involved in hands-on coding, design, development, customization, configuration, testing, and deployment of enterprise software solutions.

Additionally, you will mentor and coach colleagues while making key technical decisions, combining hands-on development with technical leadership.

Emplify People is a flexible HR solution for small and medium-sized businesses, supporting the full employee journey, from recruitment and onboarding to performance, time and absence management, and offboarding.

We're transitioning to modern technologies including microservices, containerisation and serverless architectures. You'll play a key role in this transformation from an integration perspective, helping build a more scalable, efficient and agile platform.

We're looking for a Lead Developer with strong hands-on experience building enterprise-grade integrations using the .NET stack.

What you will do

Besides your daily role in Emplify, you'll be part of a team of seven Lead Developers across Paychex. You'll work closely with our Architect, Product Owner/Specialist, Scrum Master, and development teams in Poland and Ukraine to design, develop, and support our browser-based product within an agile Scrum framework.

As Lead Integration Developer, you'll be responsible for:

- Defining integration architecture in collaboration with the Architect.
- Owning integration patterns and standards.
- Designing scalable APIs and integration services.
- Improving technical implementations, simplifying the codebase, and promoting coding best practices.
- Improving reliability, performance, and observability.
- Guiding the migration towards cloud-native services.
- Mentoring developers and raising engineering standards.

What will help you succeed

We encourage you to apply even if you don't tick every single box. The following experience and skills will help you succeed in this role:

- 10+ years of proven experience designing and developing enterprise applications.
- Experience modernising legacy codebases and working with non-functional requirements such as security, performance, and scalability.

- Strong ownership of architecture and the ability to drive critical technical decisions.
- Hands-on experience with C#/.NET, MS SQL, Hangfire, REST, and GraphQL.
- Experience with API/interface modelling using OpenAPI.
- Strong understanding of integration, including enterprise integration patterns, synchronous vs. asynchronous integration, and related trade-offs.
- Experience with Domain-Driven Design (DDD).
- Experience with Git and development tools such as Azure DevOps and Jira.
- A proactive approach, with the ability to work independently and take ownership.
- Strong communication skills, with the ability to explain technical concepts in clear business terms and act as a technical sparring partner and mentor to other developers.
- Excellent written and spoken English

What we offer

In addition to Emplify's incredible people and mission, we strive to foster a motivating and uplifting culture. Our offices are bright and open, with locations in Denmark and Germany. We work closely across teams and encourage a social culture, believing that working together socially makes tackling challenges more enjoyable. You will work in our Østerbro office, in a team that cares about its members and enjoys a good laugh. In short, you'll experience plenty of learning and exciting challenges in a great work environment.

Emplify is part of Paychex Europe, a leading provider of HCM solutions. Paychex Europe is growing rapidly and expanding into the European market, constantly seeking passionate talent to join them on this exciting journey. Find out more at www.emplify.com. We value different perspectives and believe diverse teams make better decisions. If this role interests you and you can see yourself contributing to our team, we encourage you to apply!

For questions about the role, please do not hesitate to contact Jacob Borella jborella@paychex.eu. Applications are reviewed continuously, and we look forward to meeting candidates who are excited about this opportunity.

Respect and partnership are at the heart of how we work together. We welcome applications from all qualified individuals, regardless of age, gender identity, ethnicity, sexual orientation, disability, religion or background. At Paychex Europe, we strive to create an inclusive environment where everyone can contribute and thrive. Our hiring decisions are based on skills, experience and potential.

Start date: As soon as possible

Location: Østerbro (Hybrid)

Full time, 40 hours per week.

PAYCHEX EUROPE

Paychex Europe delivers Payroll, HR, and Workforce Management solutions that simplify processes, save time, and provide insights that help businesses support their people and drive success. Built on over 50 years of expertise, our solutions adapt to changing needs — helping businesses run more efficiently, today and tomorrow.