

# PHP Developer – join our Workforce Management Team at Paychex Europe

**Deadline:**

**Contact person:**  
Peter Jensen

**Contact email:**  
Peter Jensen

**Job area:**  
Digital Business Solutions

**Position type:**  
Full time

**Location of job:**  
Allerød

Are you a skilled and dedicated Software Developer who thrives in a collaborative environment and enjoys contributing to high-quality solutions with real customer impact? Join our Workforce scrum team and help shape an innovative Workforce Management product.

As our new Software Developer, you'll become part of a committed, cross-functional team working in a hybrid setup with regular in-person collaboration. You'll bring your technical expertise, curiosity, and team spirit to help us build scalable, modern software that makes a difference.

## About Paychex Europe

Attracting, retaining, and developing talent, and ensuring accurate, on-time payroll are growing challenges for companies worldwide. To meet these challenges, we build market-leading, innovative and intuitive solutions within HR, Payroll, and Workforce Management.

## Responsibilities with impact

We believe the role offers great opportunities for impact and professional growth. Your key responsibilities will be to:

- Provide technical leadership and guidance, fostering a culture of excellence and innovation.
- Lead by example, with hands-on involvement in all stages of the software development lifecycle.
- Lead implementation of software solutions, ensuring alignment with business requirements and best practices.
- Conduct code reviews to ensure adherence to coding standards, design principles, and best practices.
- Take ownership of resolving complex technical challenges and troubleshooting issues.
- Collaborate closely with cross-functional teams, including product management, design, and quality assurance, to align on sprint goals and requirements.
- Create technical documentation to facilitate understanding and collaboration among team members.
- Proactively identify opportunities for process improvement, automation, and optimization.
- Optimize performance and scalability of software applications through performance profiling, benchmarking, and implementation of performance tuning strategies.
- Implement security best practices to protect against vulnerabilities and security threats.

## Your profile – what you bring

To thrive in this role, we believe you are not only technically skilled but also a natural team player who values collaboration, positive energy, and shared success. You likely recognize yourself in the following:

- A bachelor's degree or higher in Computer Science, Software Engineering, or a related field.
- 3+ years of experience with programming in various domains.
- 3+ years proven track record delivering successful applications.
- Strong programming skills in one or more languages.
- Agile mindset with experience in methodologies such as Scrum.
- A curious problem solver who loves to learn and share knowledge.
- Solid understanding of software design patterns, data structures, and algorithms.
- Strong focus on code standards and best practices with a security mindset.
- Excellent problem-solving and analytical skills.
- Strong communication and interpersonal skills, with the ability to collaborate effectively with cross-functional teams.
- Familiarity with relational databases and SQL.
- Experience with cloud technologies, microservices architecture and DevOps practices.
- A true team player who enjoys contributing to a dynamic, positive team culture.

Fluency in both English and Danish – spoken and written – is essential for success in this position.

## Technologies we work with

You don't need to master them all, but experience with several of the following technologies will be

an advantage:

Core stack (in order of priority):

- PHP 8 (Laravel)
- JavaScript/TypeScript
- Basic Linux
- HTML
- CSS
- Nginx
- Docker
- Kubernetes
- MySQL
- Git
- AI tools (Augment Code or similar)

Nice-to-have:

- Helm / Helm Charts
- Composer
- Npm

### **Why join us?**

We're on an exciting journey transforming our product from a monolithic architecture to scalable microservices – and you can help shape that future.

At Paychex Europe, we're proud of our open, welcoming culture. You'll join a company that values knowledge sharing, teamwork, and good energy – because we believe solving hard problems is easier (and more fun) when we do it together.

We offer modern office spaces in Allerød, where this position is based, and work closely with colleagues across Denmark and Germany (Allerød, Vejle, Østerbro, Hamburg,

### **Are you interested?**

We'd love to hear from you! If you have any questions about the position, feel free to reach out to: Peter Jensen, Head of Delivery Lessor Products at [pj@lessor.dk](mailto:pj@lessor.dk) / +45 22 700 627 or our Lead Developer Morgan Patrick Hudson at [mph@lessor.dk](mailto:mph@lessor.dk) / +45 31 701 087.

Please send your resume as soon as possible. Applications will be reviewed continuously, and we'll hire as soon as we find the right fit.