

## **Job Description: Software Developer**

**Location: Office in Basingstoke, Hampshire, UK / Hybrid.**

**Salary Range: competitive + pension**

**About Us** Carbon Footprint Ltd has been helping businesses reach their emission targets for over 20 years. What started life as a predominantly consultancy business has now moved much closer to a SaaS driven consultancy solution for all our clients.

As the market becomes more complex in its requirements, our software is leading the way in how you capture, analyse and report on your emissions. Staying ahead of the curve with regards to legislation / compliance and customer needs has always been at the heart of our core business.

Having grown exponentially over the last 5 years and continues to grow, we are looking to expand further our development team and SaaS capabilities, as we onboard more customers and the market moves towards stricter environmental compliance.

**About the Role** We are looking for a multi-skilled, curious and motivated Software Developer to join our established team and help build and improve our core digital platforms, used by thousands of businesses to manage their environmental impact.

You will play a key role in the continuous development of Sustrax (our carbon management software), COMP (our carbon credit marketplace) and other systems. These platforms are essential tools that help our clients navigate Net Zero and carbon reporting.

This role suits someone who enjoys solving complex problems, writing clean code, and improving existing architecture across the full stack. We are also looking for someone with a strong interest in exploring and implementing emerging AI technologies to see how they can improve our tech stack and subsequent customer experience.

### **What You'll Do**

- **Build the Platforms:** Use your React and JavaScript experience to build, maintain, and scale robust features across Sustrax, COMP and new platforms as we develop them, ensuring a great user experience.
- **Backend & Data Management:** Write and optimise SQL queries to support backend functionality, ensuring our databases efficiently handle large complex environmental data sets.
- **Automate Processes:** Write clean, efficient Python code to automate internal jobs and streamline our back-office data pipelines.

- **Explore AI:** Actively learn, test, and integrate AI tools to make our software smarter and our internal development cycles more efficient.
- **Develop for Compliance:** Build reliable, secure features that help our clients meet strict regulatory standards.
- **Collaborate:** Work closely alongside our existing developers, sustainability consultants, Head of Development and Head of Product to turn user needs and environmental requirements into working software.

### What You Bring

- **Front-End Experience:** Proven experience building responsive web applications using React and JavaScript.
- **Backend SQL Skills:** Solid experience using SQL for backend development, querying data, and maintaining sound database architecture.
- **Python Skills:** Practical experience using Python, specifically for automating internal processes, tasks, or data pipelines.
- **AI Curiosity:** A genuine eagerness to learn and experiment with AI tools to see how they can benefit our software and workflows.
- **Agile Approach:** Experience in SaaS environments and comfortable working in iterative development sprints.
- **Problem Solving:** The ability to turn complex sustainability concepts (like Scope 3 and Net Zero) into logical code.
- **Mission-Driven:** A genuine interest in sustainability and the transition to a low-carbon economy.
- **Creating Exceptional:** customer friendly applications with seamless in APP support and feedback methods for continuous improvement.

**Why This Role Matters** Our customers are under increasing pressure to measure, reduce, and credibly compensate for their emissions. You will be the engineer building the technology that helps them move away from manual spreadsheets and towards automated compliance via Sustrax, making a measurable environmental impact.

### Who Succeeds Here

- Developers who thrive in collaborative, agile teams.
- People who enjoy taking ownership of their work and spotting areas for architectural improvement.

- Strong problem-solvers who communicate well, whether in MS Teams catch-ups or face-to-face sprint meetings.
- Those who bring fresh technical ideas to the table and write clean, maintainable code.

**What We Provide:**

- Generous pension (non-contributory)
- Fast-moving, flat structure, and a supportive team culture
- Progression opportunities to senior or lead technical roles
- The chance to have a huge, direct impact on the climate crisis by building the tech that drives organisations on their Net Zero journey.

**How to Apply** If you are an ambitious developer excited by the idea of using React, Python, SQL, and AI to help thousands of businesses accelerate their climate action, we'd love to hear from you. Apply with your CV to [wendy.buckley@carbonfootprint.com](mailto:wendy.buckley@carbonfootprint.com)