HAYSTACK PEOPLE

Senior PHP Developer | AI intergration

Established | Vast | 75k

COMPANY PROFILE

Reducate is a fast-growing group of leading e-learning companies brought together on one modern, scalable SaaS platform. Professionals across sectors such as law, healthcare, education, and finance rely on our technology to stay compliant, maintain certifications, and continuously develop their expertise. Our mission is ambitious: to become Europe's leading provider of professional e-learning by consolidating multiple brands into a single, high-quality platform. By supporting regulated professionals, we indirectly improve public safety, patient outcomes, and access to justice, making our work truly meaningful.

From a technical standpoint, Reducate operates a sophisticated **Laravel modern monolith** that handles high throughput, complex domain logic, strict security requirements, and multi-tenant, multilingual experiences for millions of learners. To scale effectively, we migrate several companies per year into one platform, requiring predictable engineering, strong architectural patterns, and rigorous testing.

Reducate has also fully embraced an **AI-first engineering philosophy**. AI is not an add-on but a fundamental part of how we build, test, and operate our platform. Engineers actively use AI to scaffold tests, generate fixtures, analyse logs, optimize migrations, and create observability rules, helping us ship better software, faster. We treat AI as a collaborative partner in the engineering process: prompts, flows, and generated logic are documented, reviewed, and continuously improved just like code. This mindset enables us to accelerate delivery, improve reliability, and innovate rapidly while maintaining the high standards required for a mission-critical learning ecosystem.

JOB DESCRIPTION

As a **Senior Software Engineer (PHP/Laravel)**, you will work on the core engine of our multi-tenant, multilingual learning platform. You own features end-to-end: design, implementation, testing, release, and observability.

This is not a simple CRUD environment, it is a large, evolving, enterprise-level Laravel platform serving millions of learners. You will work with Laravel 8.x/10.x, modern architecture patterns, performance optimization, translation workflows, and emerging AI workflows that help accelerate engineering.

In our AI-first culture, you will use AI deliberately to scaffold tests, generate fixtures, analyze logs, produce observability rules, accelerate migrations, and improve developer experience.

Your activities

- Deliver end-to-end features within our **Laravel modern monolith**, from design to deployment
- Shape architecture around **multi-tenancy**, performance, security, and translation workflows
- Write clean, testable, maintainable code using **TDD/ATDD**, expanding unit, integration, and Playwright E2E coverage.
- Use **AI-assisted engineering** daily to enhance development speed and quality.
- Contribute to our internal **AI-first engineering playbook** and share best practices across teams.
- Collaborate with Product and QA to define robust acceptance criteria and maintain release confidence.
- Conduct code reviews, mentor teammates, and raise the technical bar.

WHO ARE YOU?

- 7+ years of professional software engineering experience, including **3-5+ years hands-on with Laravel (PHP 8.x)**.
- Strong understanding of **Clean Code, SOLID principles, TDD**, and architectural best practices.
- Strong experience with MySQL/Aurora, Redis, queues, events, and API design.
- Comfortable working in large, evolving codebases with end-to-end ownership.
- Curious and pragmatic mindset regarding the use of **AI in engineering workflows**.
- Excellent communication skills in English (C1+) or native Dutch.

Bonus skills:

- Experience with multi-tenant SaaS, localisation/translation flows, GitHub Actions CI/CD.
- Experience with e-learning platforms or regulated industries.
- Familiarity with Sentry, CloudWatch, Meilisearch, Livewire/Filament, AWS (Vapor), Terraform.

OFFER

- A salary up to 100K and a pension scheme.
- 26 vacation days.
- Hybrid working with a well-equipped home and office setup.
- Daily office lunch and regular team events.
- Strong learning culture with mentorship, knowledge sessions, and opportunities to influence technical direction.

Interested or have questions about this vacancy?

Please don't hesitate to contact Jill:

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Contact & solliciteren

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