HAYSTACK PEOPLE

Tech Lead

ScaleUp | Vast | 100k

COMPANY PROFILE

Our partner is a fast-growing **HR tech scale-up** with over 10 years of experience. They help organizations improve **employee engagement**, **professional development**, and **performance optimization**.

They have developed an in-house **online platform** that gives employees a clear overview of conversations, evaluations, and feedback. The product is continuously evolving, fully developed in-house.

With **400 clients** ranging from 50 to 4,000+ employees, including well-known names like Louwman, SPAR, and KNVB—every client uses the product in their own way. Their business model is subscription-based, usually for three years.

The culture is informal, collaborative, and fun, hard work is paired with plenty of humor and creativity.

JOB DESCRIPTION

To fuel ambitious growth plans, we are looking for a **Tech Lead or Senior Developer ready to step into a lead role**. You don't need prior formal Tech Lead experience if you have the technical depth and leadership ambition.

What you'll do:

- **Lead and develop:** approximately **70% coding, 30% team management**.
- **Fullstack development**, with a strong **backend focus**. Tech stack: **C#, .NET Core, Azure, Angular, Typescript**.
- Work with testing frameworks: **NUnit, Jest, Cypress**.
- Innovate with **AI-driven technology and workflows**.
- Collaborate with the Head of Product and Product Owner to translate the roadmap into actionable technical plans.
- Ensure **technical quality**, make architectural decisions, and promote best practices.
- Foster a **collaborative, productive, and learning-focused team environment** (team of 7: 6 developers + 1 QE engineer).

Why this role is unique:

- Freedom to decide whether to take on HR-related tasks.
- Plenty of room for personal initiatives and innovation.
- Direct impact on a product that supports thousands of employees every day.

Key Responsibilities:

- Provide technical leadership and guide/coach the development team.
- Design and implement **robust, scalable software architectures**.
- Maintain code quality through **code reviews and best practices**.
- Translate technical requirements into concrete tasks.
- Identify technical challenges and implement effective solutions.
- Promote a **positive, high-performing team environment**.

JOB REQUIREMENTS

- Bachelor's or Master's degree in **Computer Science, Software Engineering**, or related field.

- Minimum **5 years of software development experience**.
- Solid knowledge of **software development, architecture, and best practices**.
- Experience with: **Microsoft SQL, Entity Framework Core, .NET Core, Angular, Typescript**.
- Testing frameworks: **NUnit, Jest, Cypress**.
- Experience with cloud platforms, preferably **Azure**.
- Interest or hands-on experience with **AI**.
- Proven ability to **lead and coach a development team**.
- Proactive, results-oriented, and strong communication skills.
- Fluent in **English**, both written and spoken.

TERMS OF EMPLOYMENT

Competitive salary up to €100k, plus benefits and pension scheme.

Hybrid work arrangement, ideally 3 days in the office (Monday and Thursday mandatory).

Interested? Email me at **m.issa@haystackpeople.nl** or call **+31 6 82064191**!

Contact & solliciteren

https://haystackpeople.nl

Marlena Issa

Principal IT Accountmanager

m.issa@haystackpeople.nl

31682064191

https://www.linkedin.com/in/marlena-issa-a028901a4/