

# Senior Backend Engineer (all genders)

Stellenanbieter: RECUP GmbH

We're building the **next-generation backend that powers Germany's largest reusable-packaging network - a circular-economy deposit-return system live across 17,000+ locations**. It's a two-track hybrid modernisation (brown and greenfield), cloud-native, event-driven TypeScript platform that runs real-world operational logistics: partners, point-of-sale, returns, billing, and fulfillment at national scale, expanding internationally.

You'll join as a

## (Senior) engineer (all genders)

with real ownership: designing, building and own core services and working directly with our technical lead and peers on architecture. This is not a ticket-taking role - you'll shape the system, not just implement against it.

### Wozu gibt es RECUP?

Wir setzen uns mit aller Kraft für eine Zukunft ohne Einwegverpackungen ein und wollen so viele wie möglich für Mehrweg begeistern. Mit ca. 20.000 Partnern sind wir Deutschlands führendes Mehrwegsystem für die Gastronomie – und wir expandieren weiter in ganz Europa. Denn es liegt jetzt in unserer aller Hand, dass unsere Umwelt und unser Ökosystem zukünftigen Generationen erhalten bleiben.

### Unsere Vision

Unsere Vision ist es, ein nachhaltiges und zirkuläres Ökosystem für eine Welt ohne Einwegverpackungen zu kreieren.

Hier findest Du unsere Datenschutzbelehrung.

## What you'll do

- Design, build and own core platform services: partner management, point-of-sale, billing and invoicing, returns, fulfillment, and contract management
- Build event-driven, async-heavy integrations between services and external systems -outbox patterns, queues, retries, dead-letter handling
- Help drive our international expansion
- Partner with the technical lead on architectural decisions, data modelling, and the incremental extraction of capabilities from our existing platform into the new one
- Set the engineering bar-testing, observability, and operational readiness baked in from day one

## Our stack

- Language: PHP (7.1) (current), TypeScript (Nextdirection)
- Framework: Shopware 5.3 and NestJS
- Data: Mariadb, PostgreSQL + Prisma
- Cloud: Google CloudPlatform - Cloud Run, Pub/Sub, Cloud Tasks
- AI: Claude (Code, Chat and Cowork)
- APIs: REST
- Platform: GCP
- Existing platform (you'll learn its domain): PHP / Shopware the current production system we're incrementally extracting from.

## Qualifications

- 7–10 years of backend engineering, with deep production experience in Node.js, TypeScript and substantial hands-on NestJS in production plus ability to work with legacy PP2 (PHP) code
- Strong system design and execution - you've designed distributed, async/queue-heavy systems and shipped them, not just white-boarded them
- Solid relational data modelling and SQL (MySQL, PostgreSQL ideally)
- Comfortable owning a problem end-to-end: design, build, test, ship, operate
- Munich-based. This is a hybrid role: 2 days/week in our Munich office, rest remote

## Working with AI coding agents (a real part of this role)

We use AI coding agents (Claude Code) every day as a core part of how we build. We expect you to as well. Concretely, we're looking for someone who:

- has shipped production code with an AI coding agent,
- can describe their workflow - how they spec, prompt, review, and integrate agent output,
- has informed opinions on where agents fail and how they guard against it (review discipline, tests, architectural guardrails)

This isn't a buzzword for us - it's how the team works, and our hiring process reflects it (below).

## Nice to have

- Event-driven/ CQRS /outboxexperience
- Google CloudPlatform
- Migrationorlegacy-extractionexperience(incrementallyreplacinganoldersystem)
- Comfortablereadingunfamiliarorlegacycodebases

## Benefits

- The opportunity to make an impact at a company that combines economic growth with real, sustainable impact
- Flexible working models (flexible hours, remote work)
- Room for development and ownership: you actively shape your area
- A personal, professional culture and open feedback culture
- A dynamic, growth-oriented environment in a scale-up phase
- Partnerships with Wellpass, Urban Sports Club, Open Up and Future Bens
- You can find all our benefits on our jobs page.

## Bewerbungsprozess

### How we hire

- First Interview with People & Organisation (~25 minutes) - We want to get to know you better in a first meeting and you will get to know RECUP's culture, values and vision and understand yourself better for a mutual fit
- Meet Hiring Manager (Tech Leader) (~25 minutes) - Understand the RECUP platform from a technical perspective
- Our take-home case (~55 minutes) is AI-agent-assisted by design - use your preferred agent, as you would on the job. We don't test memorized syntax; we assess engineering judgment: how you specify work, catch and correct the agent, and make architectural decisions. Expect a brief take-home plus a live pairing and design session
- Meet the Team (Tech Lead and Engineer) + live AI coding session (extension of our take-home test) (~55 minutes) - Experience working with your new team.
- Meet our Co-CEO (~25 minutes) - Gain insight into our product and business

## Want to help us write reusable packaging history?

Then we look forward to your application: send us a short, punchy cover letter and your CV via the application form via the "Ich bin interessiert" Button. What matters to us are your skills, your experience and above all whether you identify with our values and company culture. Since we too are not entirely free from unconscious biases, we kindly ask you not to include a photo.

## Where can we still improve?

We want to become more diverse because we believe that we can only achieve our vision through diversity, and that innovation can only emerge through diversity. We therefore welcome applications from people with international backgrounds, people of all gender identities, all age groups, people of color, and people with disabilities or chronic illness.

- **Anstellungsart:** Festanstellung
- **Arbeitszeit:** Vollzeit

- **Berufserfahrung:** > 5 Jahre

**Einsatzort:** München / hybrid, Deutschland

**Stellenanbieter:** RECUP GmbH

Isarwinkel 2

81379 München, Deutschland

**Online-Bewerbung:**

<https://t.gohiring.com/h/60369e64dee1634c383ae08e0731b99e503db879de74ed63a73dff2afeb7f48>

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