



# Junior Data & Software Engineer

 Exeter, EX2 4AN / Hybrid / Remote

Part time - 20 hours a week  
Permanent Contract  
Salary: £13,935 - £15,483 (FTE £27k - £30k)  
Reports to: Data & Software Engineering Manager



## Life at Air...

**Every day brings something new at Air Marketing and we are always ready to respond with our A-game. We are a team of ambitious individuals with a genuine desire to inspire and drive one another.**

Enjoying our work is especially important at Air - a fast paced, caring and collaborative environment helps us to mould the best possible working culture for each and every one of us.

With hybrid working on offer (we all love being in our awesome office but we understand times have changed), additional holiday allowance, monthly social events and some other great benefits at our fingertips, Air is a fantastic place to work.

# The Role

The Junior Data & Software Engineer is a graduate-level role focused on delivering high-quality development work across the organisation's internal systems, data infrastructure, and integrations.

Working under the guidance of the Data & Software Engineering Manager, this role focuses on delivering end to end solutions across full stack web development and data handling. You will provide hands-on technical support across new feature development and ongoing system improvements whilst developing the skills required to progress into more senior technical responsibilities over time.

This position plays an important role in improving operational efficiency, reducing manual processes, supporting scalable growth and ensuring reliable day-to-day system performance.

## Key Responsibilities

### 1. Development & Ticket Delivery

- Deliver assigned development tasks and tickets, including basic implementation and testing.
- Support development across backend, frontend and database components.
- Assist in building and improving system features within the internal platform (AIMS).
- Make incremental improvements to existing functionality, including minor UI and performance updates.
- Write clean, well-structured code following team standards.

### 2. Testing, Debugging & Support

- Test own work before submission, including basic edge cases.
- Identify, troubleshoot and fix bugs across systems with support where needed.
- Assist with diagnosing issues across frontend, backend and database layers.
- Support resolution of lower-priority incidents and escalate where appropriate.

### 3. Data & Systems Support

- Work with relational databases (e.g. SQL) for querying, updates and validation.
- Assist in maintaining data accuracy and consistency across systems.
- Support API integrations and data flows between platforms.
- Help monitor system performance and reliability.

### 4. Reporting & Automation Support

- Assist in building and maintaining reports and dashboards.
- Support simple automation tasks to reduce manual processes.

Help improve reporting efficiency and data quality over time.

### 5. Development Practices & Tooling

- Use version control (e.g. GitHub) for code management and collaboration.
- Work within established development environments and workflows.
- Maintain clear documentation for work completed.
- Follow security, coding and deployment standards set by the senior developer.

### 6. Collaboration & Learning

- Participate in team check-ins and development activities.
- Communicate progress, blockers and updates clearly.
- Take ownership of assigned work while seeking support when needed.
- Actively develop technical skills across software development and data.

## Required Skills & Experience

### Essential

- Degree in Computer Science, Software Engineering or a related field.
- Strong foundational programming ability (e.g. JavaScript, Python, PHP or similar).
- Solid understanding of relational databases and SQL.
- Understanding of full stack web development concepts.
- Experience using Git/GitHub for version control (mandatory).

## Essential Continued

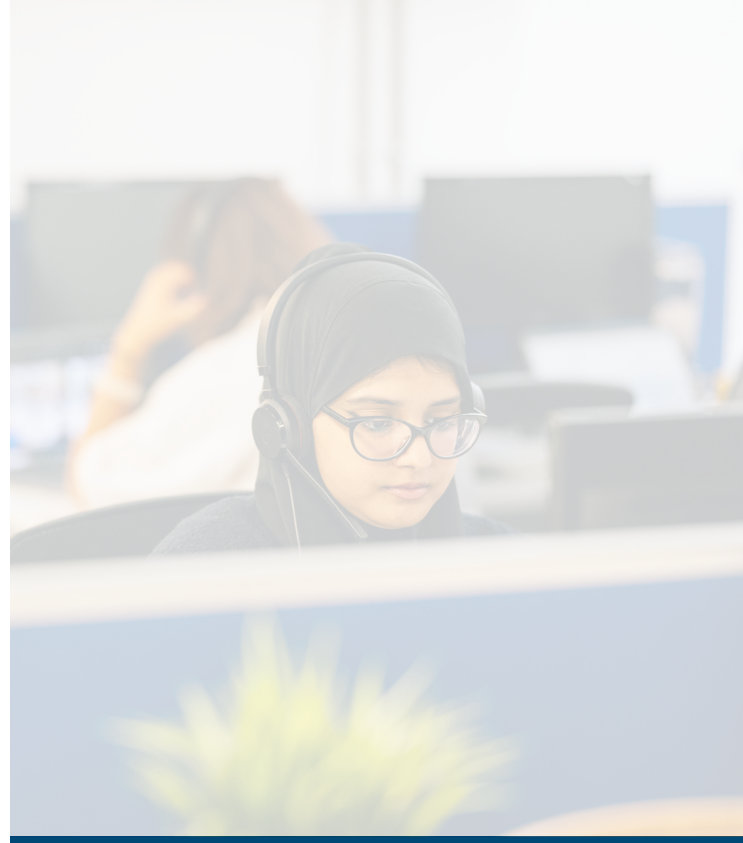
- Ability to debug issues and work through problems independently.
- Strong attention to detail and commitment to producing high-quality work.
- Ability to manage multiple tasks and prioritise workload effectively.
- Good communication skills.
- Willingness to learn and develop technical capabilities.
- Understanding of data security and confidentiality principles.

## Desirable

- Experience with Linux environments.
- Exposure to CRM or sales/marketing platforms such as HubSpot.
- Knowledge of web servers (Apache, Nginx, Node.js).
- Experience with automation tools or workflow optimisation.
- Understanding of GDPR and data compliance.
- Experience working within a commercial or sales-led environment.

## Benefits

- Competitive salary
- Continuous development support
- Holiday increase with length of service
- Birthday off – celebrating matters!
- Friendly social office environment
- Monthly company lunch
- Wellness program



## To Apply

Sound interesting? Great!  
**Click here** to apply by filling out the on-page form.