SW SOLUTIONS ARCHITECT/TEAM LEAD

for a market-leading company in covert surveillance

Do you want to lead an international development team - while also being a "playing coach" who actively contributes to the codebase? Do you have experience as a software architect and perhaps as a team lead, scrum master, or product owner? And would you like to work on advanced software solutions for professional covert surveillance?

Then you might be the Software Solutions Architect/Team Lead we're looking for.

Who we are

We develop advanced audio, video, and tracking technology for selected government agencies and special units around the world. We operate in a domain where discretion is essential, and where our solutions are used in missions that demand extreme precision and reliability.

With us, you'll join a high-technology environment where innovation and quality are paramount an environment where your expertise contributes to technology that truly makes a difference where it matters most.

Become the technical architect and team leader who drives our agile development forward

We are strengthening the technical foundation of our software platform and need a SW Solutions Architect/Team Lead who can own our architecture while still building solutions alongside the team. This is not a pure management role — you will lead an international group of developers, but you will also contribute directly to the codebase, shape how our systems evolve, and stay close to the technology.

Strong opinion on UI and the urge to be part of bringing this to life. You will be the backbone in structuring our software offering going forward, working with discretion, reacting quickly when needed and proactively driving clarity and quality across our solutions.

Your primary responsibilities

- Lead an international development team of six, providing direction, clarity, and steady progress.
- Act as a "playing coach", hands-on developer and architectural guide in one.
- Drive our agile setup — as Scrum Master — ensuring alignment, momentum, and transparency.

Own the software architecture

- Define and refine architecture across PC, server, and mobile applications.
- Ensure intuitive, secure, and reliable integrations with Covidence hardware.
- Set and maintain standards for stability, quality, and security across all components.

Hands-on development

- Contribute directly across backend, frontend, and mobile codebases.
- Break down complex systems into clear, maintainable structures.
- Build robust server and network-based solutions suited for mission-critical environments.

Cross-functional collaboration

- Work closely with the CTO on architectural direction and priorities.
- Collaborate with hardware, product, and QA teams to shape complete end-to-end solutions.
- Ensure discretion, security, and reliability are reflected in every design decision.

Our tech stack

Experience with any of the following is an advantage (mastery of all is not expected):

- JavaScript (Svelte)
- C#
- ASP.NET
- Windows installer
- GITEA
- Network applications and server architecture
- Microservice-based solutions

Experience from covert surveillance, defence, security, or related industries is a strong plus.

What you bring

- A solid software background (engineering, computer science, or equivalent).
- Experience as an architect, team lead, Scrum Master, or Product Owner.
- Strong technical capability and the ability to turn complexity into clear, structured solutions.
- Ability to implement modern software development best practices — including Agile principles, Scrum methodology, structured backlog management, and iterative delivery.
- Experience with stabilising a development organisation: bringing structure, clarity, predictability, and elevating engineering discipline.
- Driving mindset change within a team — introducing new ways of working, raising quality standards, and building a culture of ownership and accountability.
- Proactive mindset — you move quickly, anticipate challenges, and maintain momentum.
- Experience and passion for front-end development.
- Commitment to quality and discretion, and an understanding that our systems must work where failure is not an option.

We offer

- A high-technology, international environment with deep professional expertise.
- Significant influence over both software architecture and team direction.
- Pension plan, health insurance, lunch scheme, and more.
- A trust-based culture that supports freedom and responsibility.

Want to join the team?

Apply on: www.covidence.com/job-openings

If you have any questions about the position, feel free to email us at: job@covidence.com

We review applications on an ongoing basis and would be happy to receive your application today.