

YOU GOT SKILL? WE GOT JOB!

SENIOR DEVELOPER / LEAD DEVELOPER (f/m/d)

Take on technical ownership – and help evolve our software solutions for the food industry

Please note: German is our company's working language. Even though this job ad is in English, business-fluent German is required for this role.

LOCATION	SCOPE	LEVEL	START
Seiersberg-Pirka, near Graz (Austria)	Full-time 38.5 h or part-time from 30 h	Experienced – Senior/Lead	Immediate start

What this role is really about

Our software runs core operations for customers in the food industry – from order planning to fully traceable product flows. As a Senior or Lead Developer, you take technical ownership of features and architecture decisions that keep it all running reliably.

You're not just an implementer, but the go-to person for technical questions in the team: in code reviews, in choosing new technologies, whenever it's about sound architecture rather than a quick fix.

And you pass on your knowledge – to colleagues who benefit from your experience with .NET, C#, and our established product stack.

WHAT YOUR START LOOKS LIKE

Our order books are well filled and our team keeps growing. That's why we make sure you can start contributing from day one.

- **Weeks 1–2:** Getting to know our products, our code, and how we work – through direct exchange with the team rather than a dry training program.
- **From week 3:** You take on your first tickets and features and get actively involved in code reviews.
- **After about three months:** You own a module or feature area and actively contribute to architecture decisions.

You'll join an established product and a team that has grown together for over two decades. At the same time, there are plenty of technical challenges ahead where your experience counts – short decision paths and a management team that actively supports technical progress.

You'll fit right in if ...

- ... you have several years of experience with .NET and C# and enjoy taking on technical responsibility.
- ... code quality matters to you, and you're willing to champion it within the team.
- ... you enjoy sharing your knowledge instead of keeping it to yourself.
- ... you prefer a short, direct path over a process with three approvals.

YOUR RESPONSIBILITIES

Development & Architecture

- Designing, developing, and continuously improving our .NET solutions for the food industry
- Making and taking long-term ownership of technical architecture decisions
- Delivering new features from requirement to rollout – for desktop (WPF/WinForms), web (Angular/React), and mobile (.NET MAUI)
- AI-assisted development with Claude as a natural part of your daily work

Ensuring Quality

- Conducting code reviews and establishing quality standards within the team
- Testing and documentation as a core part of your work
- Providing sound estimates and assessing technical feasibility
- Analyzing and continuously optimizing existing systems

Team & Knowledge

- Supporting and developing junior and mid-level developers
- Actively sharing knowledge within the team – your knowledge becomes the standard
- Close collaboration with consulting and support on technical matters

Taking Ownership (Lead Aspect)

- Technical lead for individual projects or product areas
- Go-to person for development standards, tools, and best practices (Git, JIRA, code reviews)
- Helping shape our development processes and tooling
- Evaluating new technologies and frameworks for our stack
- Close alignment with management on technical direction

WHAT YOU BRING

What we need

- Several years (5+) of experience in software development with .NET and C#
- IT-related vocational training and/or degree: HTL, university of applied sciences, technical university, or equivalent
- Solid experience with MS SQL and relational databases
- Experience taking technical ownership of features or entire modules
- Independent, solution-oriented, and analytical way of working, along with a strong quality mindset
- Enjoyment in sharing your knowledge and supporting colleagues
- Confident use of source control (Git) and ticket management (JIRA)
- Team spirit and enthusiasm for new challenges
- Business-fluent German required, as German is our company's working language

Nice to have

- Experience with WPF or WinForms for desktop interfaces
- Knowledge of current JS frameworks such as Angular or React
- Experience with .NET MAUI for mobile solutions
- Initial experience in technical leadership or mentoring developers
- Industry knowledge from food production, agriculture, trade, or logistics

What you explicitly don't need

You don't need formal leadership training – what matters is how you work with the team day to day.

You don't need to know our industry – how packing houses, ripening facilities, or growers operate, we'll teach you.

You don't need to be fluent in every one of our technologies – WPF, Angular/React, or .NET MAUI are a plus, but not a must.

WHAT WE OFFER YOU

Growth

- **Room to shape things:** you help shape technical decisions and the team's day-to-day development work
- **Ownership:** your own features and architecture decisions instead of just supporting work
- **Backing:** short paths to management and decisions made without a long approval process
- **Perspective:** a clear path toward technical leadership or deepened expertise
- **Deep expertise:** specialist knowledge in a niche where few exist across Europe

Working with us

- **Flexible hours:** core hours Mon–Thu 9am–3pm, Fri 9am–12pm – you organize the rest
- **Remote work:** possible after the onboarding period
- **Short paths:** flat hierarchy, direct access to management, decisions in days rather than months
- **Modern tools:** current Visual Studio version, Git, JIRA, and AI support (Claude) as a standard part of daily work
- **Location:** air-conditioned offices, parking right outside the building, good connections toward Graz
- **Team:** company events (table tennis, barbecues, curling, and more), regular outdoor training with a professional instructor, fresh fruit, coffee, tea, and juices

SALARY – HONESTLY

The collective agreement minimum salary for this position is € 3,954 gross per month (IT Collective Agreement 2026, employment group ST1, based on 38.5 weekly hours, 14 salaries).

Depending on qualifications and experience, we naturally offer a significant premium above this minimum – because excellent work deserves excellent pay.

HOW TO APPLY

Our promise on the process

No cover letter required. A CV is enough – if you like, add three sentences on why this role interests you.

Feedback within 5 working days. Guaranteed – even if it's a no.

Goal: a maximum of 3 weeks from first contact to offer.

Apply by email to office@active-it.at with the subject line “Senior Developer”.

Not sure if you're a fit? Give us a call: +43 316 23 12 01. A ten-minute phone call saves us both time.

We welcome applications regardless of gender, age, background, religion, beliefs, disability, or sexual orientation. What counts are your skills and how you work with people.

ABOUT activeIT

Since 2004, we've been developing software for growers, packing and greenhouse operations, ripening facilities, and importers of fresh fruit and vegetables. Our products PECS, FIPS, and traceNET plan orders, staff, and machinery, manage import and ripening, and make goods flows fully traceable – for customers in Austria, Germany, the Netherlands, the United Kingdom, and Switzerland.

We're a team of around 25 people in Seiersberg-Pirka near Graz. Small enough that everyone knows each other. Large enough that projects keep moving even when someone's on vacation. We've been growing under our own steam for more than two decades – without an investor, without a parent company.

YOU GOT FOOD? WE GOT SOFTWARE!