teamflow

Lead Software Engineer - Java

Teamflow GmbH | Location: **Ho Chi Minh City**

Ready to take on meaningful responsibilities from day one? Teamflow GmbH, a dynamic company from Germany with a start-up mindset, highly motivated colleagues, and a strong customer base, is looking for you! Join our team in Saigon and grow with us.

We are looking for a salaried full-time Lead Developer (Java) for our incubator team in Ho Chi Minh City (D1) to join us as soon as possible.

LEAD BY EXAMPLE, BUILD WITH IMPACT

- As the incubator team's Lead Software Engineer, you'll be the driving force - inspiring developers to deliver exceptional software, on time, every time. You won't just manage; you'll mentor, collaborate, and code alongside your team, setting the bar for quality and innovation.

- You'll partner closely with our Product Owner and Scrum Master, ensuring seamless alignment and turning vision into reality. With your hands-on expertise, you'll develop, test, and maintain cutting-edge applications, championing best practices and modern architectures like MVVM to create scalable, high-performance solutions.

- But your role goes beyond coding: you'll foster a culture of excellence, guiding the team to embrace coding standards, CI/CD pipelines, and agile methodologies. Your leadership will empower the team to push boundaries, solve complex challenges, and deliver software that makes a difference.

WHY YOU'LL LOVE WORKING FOR US:

- **Impact from Day One:** Few roles offer this level of responsibility and personal growth so early.
- **Collaborative Culture:** Enjoy a professional, collegial environment with flat hierarchies where 'team' is more than just a word.
- **Investment in You:** We prioritize your training and long-term development.
- **Competitive Compensation:** Earn a salary of **70M VND** gross per month.
- **International Exposure:** Work on global projects from our central Saigon office.
- **Modern Tools:** Access top-tier equipment, including a MacBook Pro and iPhone Pro.

WE GET EXCITED ABOUT YOU, IF YOU ...

- Are a seasoned Java developer and ideally combine your skills in back-end development with front-end web and/or DevOps.
- Lead by example, setting a high bar for quality, professionalism, and accountability. You are committed to fostering a collaborative and supportive environment where team members feel empowered to grow, excel, and contribute their best work. You actively provide constructive feedback and ensure the team aligns with company standards and best practices.
- Are hard-driving and demand speed and quality from your team without burning them out.
- Know how to design systems so that they can achieve the business objectives.
- Have a can-do attitude, are proactive, and roll up your sleeves to get things done.
- Are interested in the latest trends and technologies and are open to work in a sometimes-challenging intercultural context.
- Have very good knowledge of spoken and written English and are able to communicate technical concepts clearly to both technical and non-technical stakeholders as you will be working in an English-speaking team.
- Are highly organized, diligent, and detail-oriented. You are used to working quickly and reliably, even when giving sub-par briefings.
- Have the ability to work independently with minimal supervision while maintaining motivation and strong attention to detail.
- Are a self-starter, dependable, and committed to high quality.
- Are legally allowed to work in Vietnam and willing and able to work in our office. This is not a remote job.

READY TO JOIN US?

- **Chinese speed. German quality. American marketing. Japanese management.**
- If this sounds like a culture you would thrive in, we'd love to hear from you!
- Please send your CV in PDF format, your potential starting date and your annual salary expectation to **jobs@teamflow.de.**