

Professional Search Candidate Brief

For Professional Search Permanent Career Opportunities

Backend Developer | Oxygen A/S | Job.ID: ZR_91_JOB

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oxygen

Professional Search



People of Talent

Make the difference

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1 Introduction

This document introduces the career opportunity Backend Developer with Oxygen A/S in Odense C, Denmark to potential candidates who, in agreement with People of Talent ApS, have confirmed their interest in the opportunity.

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2 Job Description

2.1 Posting Title

Backend Developer

2.2 Work location

Odense C, Denmark (Central office primarily)

2.3 Direct Manager/Hiring Manager

Thomas Mortensen, Partner, Tech Visionary

2.4 Organisation

Organisational charts may be available after further meetings with the hiring team.

Publicly available presentations and materials from Oxygen A/S may be available [here](#).

The latest publicly available Financial Statement / Annual Report from Oxygen A/S is available [here](#).

2.5 Background / Job Opening Motivation

Oxygen is experiencing increasing demand from existing and new customers and has secured a great pipeline of customer delivery projects in long-term customer collaborations.

There is also an ambitious growth strategy in Oxygen and an increasing need for development resources for exciting and complex digital customer delivery projects is expected.

The department is headed by Thomas Mortensen and currently consists of 11 software architects/backend developers.

2.6 Role Description

Oxygen A/S is looking for a skilled Backend Developer to join their team of developers who consistently raise the bar for user experiences.

Working behind the scenes, the ideal candidate has a unique blend of technical expertise and insatiable curiosity with a methodical, analytical mindset and work style.

The job holder must be comfortable working with a team as well as independently in the

design and development of business critical websites and ecommerce platforms, applications and layers of the infrastructure.

The role of Backend Developer is of great importance to the production team in Oxygen and has a decisive impact on the performance of their customer deliverables and customer success.

Backend development is one of Oxygen's core competencies, and the person will help deliver technical projects with heavy integrations for ERP, CRM etc. that create value for their customers.

2.7 Responsibilities and Tasks



Key functions and areas of responsibility include, among other things:

- i. Participate in exciting customer delivery projects and the entire application lifecycle with a focus on coding and debugging.
- ii. Coding and development of functional web applications and ecommerce platforms.
- iii. Perform application troubleshooting and debugging.
- iv. Run UI tests to optimize performance.
- v. Work with our Frontend Developers to integrate user-facing elements with server-side logic.
- vi. Identify and address technical and design requirements.
- vii. Contact developers, designers, project managers and system administrators to identify new features.
- viii. Keep abreast of new technologies and offer ideas and suggestions to our technological strategies.

2.8 Job Mission and Challenges



- i. Communicate regularly with stakeholders, project managers, and other developers regarding progress on the long-term technology roadmap.
- ii. Develop and monitor test plans in the client server environment, addressing all browsers and devices to ensure that different devices display the desired content.
- iii. Deliver quality code and help raise the bar for the entire team in terms of quality and speed.
- iv. Recommend solutions by comparing the pros and cons of custom development and possibly alternatives.
- v. Ultimately, the position holder must be able to develop and maintain functional and stable web applications to meet customer needs.

2.9 Ideal Professional Experience



- i. Experience as Backend Developer.
- ii. Solid understanding of web development and development process from design to development and publishing.

2.10 Ideal Technical Experience



- i. Solid Experience with .NET and C# incl. DI; SQL and SQL Server database management; Data exchange formats, e.g. JSON.
- ii. Preferably knowledge of Umbraco development; Deployment with Azure DevOps; Structured logging; Testing; Estimation and specification; GDPR, compliance and security incidents; Development of secure solutions
- iii. Familiar Frontend understanding for BE; Web API (REST) and Postman.

2.11 Ideal Educational Background



- i. Computer and Information Sciences and Support Services, Information Sciences/Studies

2.12 Ideal Personality Traits



We are open to all interested candidates and recognise that every combination of personality traits offers both strengths as well as challenges in any career opportunity. We do however anticipate that the ideal job holder should possess the following characteristics:

- i. Solid analytical and planning skills.
- ii. Team-oriented collaborative style.
- iii. Strong problem solving skills.

3 Employer Presentation

3.1 Employer Data



Company:	Oxygen A/S
Company reg.no.:	DK26373085
Address:	Middelfartvej 9K 5000 Odense Region South Denmark Denmark
Employees:	30
Revenue (Previous year):	Dkr 30.000.000,00
Gross Profit (Previous year):	Dkr 14.229.000,00
Category Industry:	Software & IT Services, Internet
Website:	www.oxygen.dk
Brief description:	Oxygen is a modern digital consulting company well established in Denmark as specialists in e-commerce. The company offers market-leading ecommerce skills with an unyielding focus on the customer's return.

3.2 Introduction



Oxygen is a modern digital consulting company well established in Denmark as specialists in e-commerce. The company offers market-leading ecommerce skills with an unyielding focus on the customer's return.

Through team spirit and commitment to the tasks, they seek to deliver more than expected. The goal is to create long-term customer relationships and long-term customer teams in-house.

This opportunity as Backend Developer offers an extraordinary career path for the right

candidate:

- i. In Oxygen's development team, they continuously work to optimize their processes, working methods and technologies.
- ii. The position holder will quickly obtain an Umbraco Certification and participate in the first major project.
- iii. During the first six months, the person concerned will achieve Umbraco Expert level and will be able to take on the role of solution manager. Within 12 months, you will achieve Umbraco Master level and then be able to start new solutions independently.
- iv. A career as Backend Developer in Oxygen offers an exciting course in constant development, possibly to Backend Architect or team leader or lead role in Oxygen or elsewhere in the industry.

Visit the website of Oxygen A/S and read more about their employment policies and benefits to learn more about how is to work for them.

<https://oxygen.dk/om-os/karriere>

3.3 History



Oxygen A/S was established in 2001 by partner Thomas Mortensen, who started by producing websites for small businesses around Odense.

3.4 Organisation



Oxygen A/S was established and is run by an experienced circle of partners and today has approx. 25 employees.

The head office is located on Middelfartvej in Odense, central Denmark, which is the company's primary market. Oxygen also has a large network of external subcontractors, freelancers and partner organizations who are associated with various customer delivery projects and customer teams when necessary.

Oxygen is run by 4 partners: 1. Claus Tjelum Winther; 2. René Tristan Lydixsen; 3. Christian Juel; 4. Thomas Mortensen.

3.5 Business Model



The customer segments are found primarily in the private business world across many different industries, but also include other organizations and individuals. The customers have in common that ecommerce is a business-critical parameter, which is why Oxygen is often an advisor on a digital strategy, in addition to a supplier of digital solutions. Oxygen has gained momentum in the market for digital B2B companies.

Geographically, the customers are found throughout the country.

The value proposition to customers is anchored in increased sales and customer loyalty in tough global markets. With a focus on the clients' market strategy, their customers' digital behavior, internal sales processes, User Experience and IT platforms, Oxygen provides management with the basis for making wise decisions about ecommerce. This is how Oxygen ensures that the ecommerce project lives up to management's expectations and strengthens the clients' business.

The sales channels are dominated by the website, online marketing and by the employees' participation in a number of professional networks.

The customer relations services are provided by dedicated personal client managers who put together customer teams and project delivery teams as needed.

The turnover is generated both by the sale of consultancy settled on an hourly basis, by project consultancy sales and by license and subscription services for digital platforms.

The key resources in Oxygen primarily include the employees, but there is also investment in digital solutions, often built modern systems developed by external suppliers.

The core activity is strategic digital/ecommerce consulting as well as development, delivery and implementation of digital and ecommerce solutions.

Key partners for Oxygen include both subcontractors in the form of freelancers and affiliated development agencies as well as solution owners and platform owners used in customer deliveries, including among others: Microsoft, Umbraco, Sitecore, Episerver and more.

The cost structure is primarily based on labor costs and license costs.

3.6 Business Goals and Strategy



Oxygen A/S is experiencing positive growth and increasing demand for their advice and solutions.

The company wants to continue its growth and is looking for an activity with DKK 35-40 million in revenue in 3 years.

3.7 Career Advantages



«Job Openings.Client Name» is an attractive employer in the industry and their career opportunities are typically in high demand amongst professionals.

- i. Salary is not everything, and not at all in these times, when there is competition for the most talented employees. Oxygen is known for a very good working environment, but employees also have the option of a wide range of attractive staff benefits, such as:
 - ii. Pension scheme with insurance, including health insurance
 - iii. Lunch arrangement with food made by own chef
 - iv. Friday breakfast

- v. Fruit, beverages and coffee
- vi. Friday bar, summer party and Christmas lunch as well as other social events
- vii. Flexible meeting times
- viii. Free parking
- ix. Physiotherapy scheme
- x. Table football and putting green on the roof terrace
- xi. International employee trip every second year
- xii. Christmas gifts
- xiii. Paddle tennis employee teams
- xiv. Work from anywhere policy
- xv. External stress/performance coach

3.8 Annual Report



The link below refers to the most recently publicly available Annual Accounts and key figures for Oxygen A/S:

<https://www.proff.dk/firma/oxygen-as/odense-c/internetdesign-og-programmering/GOMW4YI0C2C/>

4 Compensation and Employment Terms

4.1 Compensation and Benefits



The annual gross salary is agreed individually according to the qualifications of the candidate.

Annual Gross Salary including cash incentives (max)	Agreed individually
Annual base salary	Agreed individually
Pension, % of base salary	5.00 employer contribution 0.00 employee contribution
EOY Bonus/provision, % of base salary	0.00
Holiday contribution, % of base salary	1.00
Holidays per year	25
Flexible spending account, % of base salary	0.00
Health Insurance	Yes, full health insurance
Company Car, monthly cash contribution	Dkr 0,00
Mobile phone	No
Home Internet Connection	Yes, non-taxable
Home office equipment and supplies	No
Lunch service offer	Yes, optional with employee contribution
Flexible working schedule	Yes, with reasonable deviations
Employer paid child's first day of illness (no. of days)	1

4.2 Employment Terms and Conditions



Employment classification	Salaried, no overtime payment
Probation period (months)	3
Non-compete clause	No
Mandatory holidays	
Yearly travel days	0
Miscellaneous	
Remote or Work From Home terms	Central office primarily
Primary central office location	Odense C, Denmark
Primary central office location	Odense C, Denmark