**Senior Developer R&D**

By providing highly capable, innovative and integrated software solutions we are transforming urgent, emergency and outpatient healthcare services – every role at CLEO Systems is made to be brave.

We are looking for a Senior R&D Software Developer, whereby your primary mission is to explore, design, and prototype innovative software solutions that drive Cleo Systems forward. You will be given ideas, problems, or challenges and expected to investigate cutting-edge technologies, rapidly build proof-of-concept solutions, and assess their feasibility for integration into our product ecosystem.

This role requires a deep passion for emerging technologies, strong problem-solving skills, and the ability to work independently to research and develop novel solutions. You will experiment with the latest frameworks, AI/ML capabilities, cloud-native architectures, and modern development practices to identify opportunities for technical innovation.

You will also collaborate closely with stakeholders, providing technical insight into future product strategies, and ensuring that our software remains at the forefront of healthcare technology. Your contributions will directly influence Cleo Systems’ ability to remain competitive, innovative, and efficient in delivering high-quality healthcare solutions.

 You could be the ideal person if this role if you can demonstrate that you:

* 8+ years’ experience as a Software Developer
* Expertise in modern programming languages such as C#, Python, TypeScript, or Go
* Deep knowledge of cloud platforms (AWS/Azure/GCP), including serverless technologies, containerization, and microservices
* Proven experience in rapid prototyping, MVP development, and feasibility assessments
* A curious mindset with a drive to explore and apply new technologies
* Passionate about software craftsmanship, clean coding principles, and scalable architectures  
     
  **Who are we?**

CLEO Systems is a wholly owned subsidiary of Integrated Care 24 (IC24), the leading not-for-profit Social Enterprise providing innovative and patient focused primary care services. We are committed to delivering ‘Clinical Excellence Online’ (CLEO). Through this mission we contribute to the wider Group ambition to improve access to health and social care for patients and reduce the demand on secondary care services. IC24 provides services to over 6 million patients, including GP led out-of-hours services, NHS 111, primary care and secondary care support services.

**What’s in It for You?**

We value our team and believe in offering support, growth, and opportunity:

* **Competitive Salary**: Up to £70,000
* **Location:**  Hybrid – Remote & occasional travel to our office in Ashford, Kent
* **Benefits**: Access to the Nest Company Pension Scheme, free 24/7 independent counselling service, and a reward and discount platform.
* **Benenden Health**: company paid health support from private GP appointments to secondary care treatment.
* **Learning and Development**: Opportunities to advance your career through training and development.
* **Community Engagement**: We support volunteering and provide one paid day annually for community or charitable activities.

Due to the nature of this position, employment is subject to proof of eligibility to work in the UK, completion of a satisfactory basic DBS disclosure and two references.

For a job description and person specification please see attached.

Closing date: Friday 21st March 2025

**At CLEO Systems we celebrate brave ideas and brave people.**

[**www.cleosystems.com**](http://www.cleosystems.com/)

We are committed to providing equal opportunities for all people and we particularly encourage applications from ethnic minorities, applicants with a disability and those from other under-represented groups.

If you would like to discuss any reasonable adjustments before applying or would like an accessible version of any recruitment documents, please contact the recruitment team on [careers@ic24.nhs.uk](mailto:careers@ic24.nhs.uk).