



# BabelQuest

## Full Stack Software Engineer (Cloud & Integrations)

- **Location:** Abingdon, Oxford, or UK (remote/hybrid)
- **Salary:** Competitive
- **Reports to:** Technical Consultant

### About BabelQuest: Elite HubSpot Solutions Partner

BabelQuest is an Elite HubSpot Solutions Partner renowned for solving complex business challenges through HubSpot, AI, and intelligent automation. We are one of a select group of partners globally, dedicated to helping ambitious businesses scale through world-class RevOps strategy, service design, and technical excellence.


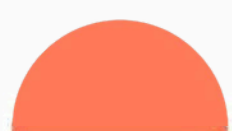

### The Opportunity: Architecting Solutions, Defining Scope

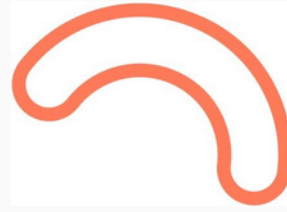
We are seeking a Pre-Sales Solutions Consultant to be the critical link between our Sales team and our Delivery team. This is not a purely technical role. You will move beyond what is technically possible in HubSpot to holistically define the professional services and architectural requirements needed to achieve a client's desired business outcomes. Your primary focus is to define the "how" and the "what" of a solution. While the Sales team owns the final commercial negotiation and pricing, you are responsible for providing the accurate service blueprints that underpin our commercial proposals.

**You'll be responsible for building and running the integrations that connect HubSpot to the rest of our clients' systems. So, you'll:**

- Design, build and deploy serverless functions on Google Cloud Run or MS Azure, brokering data between HubSpot and third-party systems
- Write Python backend applications that act as custom middleware connectors
- Build React-based UI extensions and admin tools
- Develop HubSpot Private Apps, custom-coded workflow actions and UI extensions using the HubSpot CLI
- Implement secure secret management and identity patterns, such as Google Secret Manager and Azure Key Vault
- Build and maintain CI/CD pipelines and Infrastructure as Code
- Plan and run complex data migrations into HubSpot - including deduplication, transformation and validation
- Diagnose production issues and put fixes (and safeguards) in place
- Contribute to internal tools, shared code libraries and technical documentation

### On any given day you might:

- Write and test a Cloud Run function that picks up a webhook from a third-party system and pushes the data into HubSpot
  - Dig into why a sync job failed overnight, trace it through the logs, fix it - and add a safeguard so it doesn't happen again
  - Sit down with the Technical Consultant to plan how a new integration should be built, and make the case for (or against) a particular approach
  - Build a React component for an internal tool that lets the team monitor and re-run failed jobs
  - Map out a data migration from an old CRM into HubSpot, working out how records will be matched, deduplicated and validated
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### With your skills, you'll unlock new career paths

#### You'll need real hands-on experience - at least three to five years of professional software engineering, including:

- Strong Python for building APIs and middleware services
- Strong JavaScript and React for building interfaces, admin tools and custom app extensions
- Comfortable with Git, SDL and code review practices
- Google Cloud Platform as your primary toolkit - Cloud Run, Cloud Functions, Pub/Sub, Secret Manager, Firestore and Cloud Logging
- Microsoft Azure as a secondary platform - Functions, Service Bus, Storage Queues, Key Vault and Application Insights
- A solid grasp of serverless patterns: event-driven flows, queue decoupling, idempotency, retry-with-backoff, circuit breakers and dead-letter handling
- Experience designing REST API integrations with third-party platforms, including webhook-driven architectures, OAuth 2.0 and rate-limit-aware design
- At least one significant data migration project - from Salesforce, SharePoint, spreadsheets or a legacy CRM - including ETL/ELT, deduplication, identity resolution and reconciliation, plus an understanding of dual-run, cut-over and rollback strategies

**HubSpot experience isn't essential, but it's a real bonus - especially hands-on use of the HubSpot CLI, Private Apps, custom-coded workflow actions, custom objects and associations, the HubSpot API, and Operations Hub.**

### Why you'll love working here:

- Flexible working (a mix of working at home and at the office)
- Half a day each week (23 days a year) to level up your skills and build your career
- Up to 30 days of paid annual leave and unlimited unpaid leave
- A month-long paid sabbatical and a £2,000 bonus to celebrate your five years with us
- £650 per year to spend on anything that helps your work-life balance

