


We're Hiring: Software Developer (Business Application)

 **Location:** Nicosia

 **Employment Type:** Permanent, full time

 **Apply by:** Sunday 14/06/2026

We are seeking a talented and motivated Software Developer to join our Business Applications team. In this role, you will act as an application owner, playing a pivotal part in the successful delivery, maintenance, and evolution of business-critical solutions. The ideal candidate will collaborate closely with application vendors, architects, engineers, business users, and key stakeholders. As the subject matter expert for your portfolio of applications, you will drive innovation, ensure performance and reliability, and support the continuous improvement of our systems.

Your Impact

- Take ownership of work by planning, prioritising, and delivering tasks that create real value, while keeping the team aligned on progress.
- Contribute to a collaborative team culture, working closely with colleagues and sharing responsibility for delivering high-quality outcomes.
- Help shape solutions by analysing business needs and transforming them into effective, well-implemented technical deliverables.
- Play a key role in maintaining and improving critical applications, ensuring reliability and performance.
- Support continuous improvement by participating in incident reviews and helping implement measures that prevent future issues.
- Proactively identify risks, challenges, and blockers, taking initiative to resolve them early.
- Contribute during incident investigations, supporting rapid service restoration and strengthening system resilience.

What's in it for you

Total Rewards

- Competitive salary - Up to €30.000 (depending on qualifications and experience)
- 9% Provident Fund from day one
- Performance bonus opportunities (discretionary)
- Preferential financing rates

Work-Life Support

- 28 days annual leave (increases with tenure)
- Sabbatical/part time options

Growth

- Continuous learning
- Personal and Professional development programs
- Recognition for great work

Wellbeing

- Medical & life insurance
- Wellbeing Program: team-building, mental-health, nutrition & financial guidance
- Employee Assistance Line

Ready to Apply?

Create your account on our recruitment platform and take the first step toward your next adventure!

- **Sign in** or **Create an account** in our '[e-recruitment System](#)' and complete your profile
- From the 'Candidate Profile' section, click on the following:
 - BoC Logo or link
 - Job Search
 - Search Jobs
 - Click on > Software Developer
 - Apply
 - Make sure you hit on Apply button again

What We're Looking For

Academic Qualifications

- Bachelor's degree in Computer Science, Information Technology or related subject.
- Master's degree in the above subjects will be considered an advantage.

Experience/ Technical Skills

- Professional software development experience will be considered an advantage.
- Previous experience working in Windows, AIX and Linux OS environments.
- Ability to design and develop scalable Restful Web Services.
- Solid knowledge of SQL and NoSQL databases (MSSQL, Oracle, MongoDB).

Additional Qualifications (Considered an Advantage)

- Understanding of the banking domain and relevant industry experience.
- Knowledge of Java, .NET, Python programming languages.
- Familiarity with modern development environments (e.g., Eclipse, IntelliJ IDEA).
- Familiarity with messaging brokers/queues i.e. IBM MQ (MQSeries), Kafka.
- Experience with cloud platforms mainly Azure, AWS.
- Knowledge of automation scripting (batch, shell, bash) focused on CI/CD.
- Familiarity with Apache Tomcat technology.
- Experience with AI assistants.
- Exposure to containerization and orchestration technologies such as Docker and Kubernetes.

Other Skills

- Strong analytical, critical thinking and problem-solving abilities.
- Ability to work collaboratively in a team environment is essential.
- Ability to manage time, multiple tasks, and work under pressure.
- Ability to take initiatives and make decisions.
- Eagerness to learn and develop new skills.
- Excellent verbal and written communication in both Greek & English.

Additional information

- Already have a profile in our recruitment system? Great! Just make sure you meet the criteria and apply directly to this position.
- We treat all applications with the strictest confidentiality.

Need More Info?

Feel free to reach out to our recruitment team at hr@bankofcyprus.com