

Software Engineering

-  **Location:** Nicosia
-  **Employment Type:** Permanent, full time
-  **Seniority Level:** Experienced
-  **Apply by:** Sunday, 06 September 2026

Core Description

- Design and develop enterprise-grade systems using the latest technologies.
- Be productive and creative using AI throughout the entire Development Lifecycle.
- Implement the strongest security controls that protect the customers and the Bank.
- Be part of dynamic and cross functional Agile teams to lead the delivery of innovative products in the market.

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 is an advantage.

Experience

- Experience in software engineering, including at least 5 years operating as a hands-on architect who still writes production code.
- Proven delivery of distributed or microservices-based systems in production.
- Strong command of at least one primary stack (e.g Java/Spring Boot), plus working fluency in API design (REST/gRPC) and API gateway platforms.
- Hands-on experience with event-driven architecture and Kafka (or equivalent), including CQRS, outbox, and saga patterns.
- Experience in a regulated environment (banking, insurance, or similarly compliance-heavy) where architectural decisions had to account for data residency, resilience, and third-party risk constraints in practice is an advantage.
- Experience in building and integrating agentic AI features in enterprise solutions is an advantage.

Technologies (required experience)

- Java, .NET, Python programming languages.
- Modern development environments (e.g., Eclipse, IntelliJ IDEA).
- Messaging brokers/queues i.e. Kafka.
- Cloud platforms mainly Azure, AWS.
- Automation scripting (batch, shell, bash) focused on CI/CD.
- Containerization and orchestration technologies such as Docker and Kubernetes.

Certifications

- Any relevant Certifications are an advantage.

Other Skills

- Technical leadership and advanced problem-solving skills.
- Strong collaboration and stakeholder engagement capabilities.
- Ability to mentor and develop junior engineers.
- Strong ownership, initiative, and decision-making skills.
- Excellent prioritization and delivery focus.
- Continuous learning mindset and passion for innovation.
- Excellent verbal and written communication in both Greek & English.

What's in it for you

Total Rewards

- Competitive salary - Up to €60.000 (depending on qualifications and experience)
- 9% Provident Fund (employer contribution) from day one
- Performance bonus opportunities (discretionary)
- Preferential financing rates

Work-Life Support

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

Growth

- Continuous learning
- Personal and Professional development programs
- Recognition for great work
- Career opportunities with technical and management ladders

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 and upload your CV. Please **ensure that your CV clearly states the grades/GPA** obtained for all academic qualifications listed, including your High School Diploma, Bachelor's Degree, Master's Degree, and any other relevant qualifications, where applicable, to facilitate the assessment of your application.
- From the 'Candidate Profile' section, click on the following:
 - BoC Logo or link
 - Job Search
 - Search Jobs
 - Click on the vacancy you are interested in
 - Hit Apply
 - Make sure you hit on Apply button again

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