



<https://excelnearshore.com/job/lead-java-software-engineer/>

Lead Java Software Engineer

Description

Excel Nearshore is seeking an experienced **Lead Java Software Engineer** to join the technology team of a leading U.S.-based digital marketing solutions provider for the legal industry. In this role, you will lead the design and delivery of critical public-facing and internal applications, collaborating with cross-functional teams in an agile environment. You will play a key role in building scalable and high-performance software systems using industry leading tools and technologies like AI and Kubernetes, contributing to innovative solutions that help professional service firms grow their businesses and improve customer experiences. This is a fully remote and full-time position from Costa Rica, in payroll with benefits.

Responsibilities

- Collaborate with others efficiently and effectively to accomplish tasks on the desired timeline.
- Learn and apply new business and technical concepts quickly.
- Provide technical leadership to the team, ensuring design and architecture are aligned with the client's strategy, standards, and best practices.
- Participate in all aspects of the agile process from story creation through release.
- Design, develop, test, and deliver application features that delight customers.
- Contribute non-functional requirements to projects to achieve long term application health and stability.
- Understand and apply current secure development practices.
- Maintain an understanding of industry trends and use this knowledge to bring new innovative ideas to the group.
- Support Production applications as needed to prevent service interruptions and maintain a high level of quality for our customers.
- Communicate effectively in written and verbal form with colleagues and vendor.
- Mentor junior engineers to sustain a high level of development standards.
- Effectively manage your priorities and time.
- Present technical concepts and proposals with business and technical audiences in a way that resonates with them.
- Tackle the largest technical challenges facing the team.

Qualifications

- Bachelor's degree in architecture, engineering, computer science, or a related
- Minimum 7 years in a technical development role.
- 5+ years' experience developing enterprise Java applications using Spring, with unit tests.
- Experience designing, delivering, and maintaining RESTful services.
- Experience with cloud services from AWS or Azure.
- Experience with messaging services like SQS, IBM MQ, RabbitMQ, or similar.

Hiring organization

Excel Nearshore

Employment Type

Full-time

Beginning of employment

ASAP

Duration of employment

Indefinite

Industry

Legal Tech

Job Location

Costa Rica

Remote work from: Costa Rica

Date posted

August 19, 2025

- Experience managing efficient database connections and transactions in Java.
- Experience writing and executing complex SQL.
- Previously delivered major application features used in Production.
- Strong passion for technology and a willingness to learn and apply new skills.
- Proven design skills with significant knowledge of core libraries and common design patterns.
- Ability to follow standards that produce clean code that is easy to understand.
- Understanding of security testing practices and methodologies.
- Customer-first approach to software development.
- Able to work independently with minimal direction to meet commitments.
- Strong focus on system performance, scalability with the ability to troubleshoot in large and complex software systems.
- Ability to multitask in a fast-paced environment.
- Inclination towards automation, unit tests, integration tests, and adopting agile
- Hands-on experience with security vulnerability scanning tools (Snyk, Qualys)

Contacts

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