Lead PHP Developer

Description

Excel Nearshore is looking for a hands-on **Lead PHP Developer** to help build and evolve our client's next-generation website builder and CMS platform. This role is ideal for someone who enjoys owning complex systems, writing production code, and helping shape technical direction alongside Product and TPM partners.

This is a 60/40 hands-on leadership role — you'll be building critical features while also guiding design decisions and reviewing work across the team. This is a fully remote and full-time position from Costa Rica, in payroll with benefits.

Responsibilities

- Lead development of core platform features across backend and frontend.
- Write and review production code (Laravel, PostgreSQL, Angular/TS).
- Own database design and data integrity in a multi-tenant SaaS.
- Partner with Product and TPMs to translate requirements into technical solutions.
- Debug complex, cross-system issues involving editor state, persistence, and rendering.
- Establish and maintain coding standards and architectural patterns.

Qualifications

- Strong backend development experience.
- At least 10 years of hands-on experience as a developer and writing code in PHP and Laravel.
- Deep understanding of database design (PostgreSQL preferred).
- Experience working on multi-tenant SaaS systems.
- Comfortable working across the stack.
- Solid debugging and problem-solving skills.

Nice to have

- Experience with CMSs or visual editors.
- Team/Tech lead experience is preferred.
- Familiarity with Angular, React, or similar frameworks.
- Experience modernizing or replacing legacy systems.

Contacts

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Hiring organization
Excel Nearshore

Employment Type
Full-time

Beginning of employment
ASAP

Duration of employment
Indefinite

Industry
Technology

Job Location
Costa Rica
Remote work from: Costa Rica

Date posted
March 16, 2026