Job Title: Lead Backend Engineer

Location: Bangalore / In-office

Experience: 5–8 years

Department: Engineering

Reporting to: Head of Engineering

About NAVNEET TOPTECH

NAVNEET TOPTECH builds scalable digital learning, assessment, and academic platforms used by schools, teachers, and students across India. Our backend systems power content delivery, assessments, analytics, integrations, and peak-load academic workflows. We build platforms that must be reliable, performant, and secure – especially during high-traffic academic cycles.

About the Role

As a **Lead Backend Engineer**, you will own the **architecture, design, and delivery of critical backend systems**.

You'll work hands-on with the team to build scalable services, solve complex system-level problems, and set engineering standards.

This role demands **strong architectural thinking**, **deep backend expertise**, and **excellent problem-solving skills**, along with the ability to mentor engineers and raise the overall technical bar.

Key Responsibilities

- Own and evolve backend architecture across learning, content, assessment, and integration platforms.
- Design and build scalable backend services using **Node.js (JavaScript)** and **Java (Spring Boot)**.
- Define and review **REST API designs**, data models, and service boundaries.
- Drive performance, scalability, and reliability improvements across services.
- Optimize database usage using **PostgreSQL and MongoDB**.
- Design and implement **event-driven and asynchronous workflows** using **Kafka and SQS**.
- Apply **Redis caching strategies** to improve performance and reduce load.
- Lead code reviews and enforce backend engineering best practices.
- Act as the go-to person for **complex debugging and root-cause analysis**.
- Collaborate closely with Product, Frontend, QA, and DevOps teams to deliver high-quality releases.
- Mentor **SDE-1, SDE-2, and SDE-3 engineers** on backend design and problem solving.

Required Skills & Experience

- 5–8 years of hands-on backend development experience.
- Strong proficiency in **Node.js (JavaScript)** and **Java (Spring Boot)**.
- Proven experience designing **microservices and distributed systems**.

- Solid understanding of **RESTful APIs**, async processing, and message-driven systems.
- Hands-on experience with **PostgreSQL, MongoDB**, and performance tuning.
- Working knowledge of **AWS services** (Lambda, SQS, IAM, CloudWatch).
- Experience with **Kafka** and event-driven architectures.
- Strong knowledge of **Redis** and caching strategies.
- Excellent analytical, debugging, and problem-solving skills.
- Strong communication skills and ownership mindset.

Good to Have

- Experience with **Docker, Kubernetes**, and CI/CD pipelines.
- Exposure to defining **API performance benchmarks and SLAs**.
- Experience handling **high-traffic or peak-load systems**.
- Prior experience in **EdTech, SaaS, or consumer-scale platforms**.
- Contribution to **architecture discussions and technical roadmaps**.

What You'll Get

- Ownership of **mission-critical backend systems** used across India.
- Opportunity to influence **architecture and engineering standards**.
- A strong technical leadership role with hands-on impact.
- Clear growth path toward **Backend Architect or Engineering Manager** roles.
- Competitive compensation and continuous learning opportunities.