ANEXA nr.1

CERERE 552/26.10.2026

de solicitare a sprijinului organizatiilor nonguvernamentale

- Catre **Fundatia Motivation Romania**

Subscrisa Consignor SRL cu sediul in localitatea Bucuresti, Calea Victoriei, nr. 145, et. 5 (nivel 6), sector 1, [redacted] solicit sprijinul dumneavoastra pentru a informa persoanele cu dizabilitati pe care le aveti in evidenta cu privire la oportunitatile de angajare in cadrul Consignor SRL pentru urmatoarele functii/ posturi:

Nr. crt.	Denumirea postului vacant	Codul COR	Nr. de posturi vacante	Atributiile postului	Calificarea sau competentele necesare ocuparii postului vacant[1]	Norma de lucru[2]	Tipul raportului si durata[3]
1.	**Software Engineer**	Programator, 251202	1	We are building a new service from the ground up to replace our current Python-based one. It handles the full shipment lifecycle with each carrier: booking shipments, updating, voiding or deleting them. It has to be fast, resilient and correct under real load. We are looking for a Software Engineer with at least 5 years of experience who wants to shape this service from day one. You will help decide how it is designed, not just implement tickets: architecture, carrier integration patterns, failure handling and the migration path away from the legacy service. Our stack is modern Java 25 on Spring Boot with virtual threads, running on AWS. We also use AI coding tools, Claude in particular, as part of everyday engineering, and we expect you to use them well and evaluate their output. **What you'll do** • Take an active part in design discussions and architecture decisions for the new booking service. • Design and build backend services in Java 25 and Spring Boot / Spring MVC running on virtual threads.	**What you bring** • 5+ years of professional backend development, with a strong Java background and hands-on experience with recent Java versions (Java 21+; Java 25 LTS is what we run). • Solid experience with Spring Boot and Spring MVC, and a good understanding of virtual threads and concurrency on the JVM. • Experience calling external HTTP APIs with Spring RestClient (or WebClient / RestTemplate) and making those calls resilient with Resilience4j or similar. • Experience with JSON Schema validation (networknt or similar) and API contract design (REST, OpenAPI), including versioning and backward compatibility. • Proven experience designing and running microservices and distributed systems, including failure modes, consistency, idempotency and backpressure. • Experience scaling services: horizontal scaling, stateless design, connection pooling, caching, and knowing where the limits of a service are. • Hands-on load and stress testing with tools such as Gatling, k6 or JMeter, and the ability to turn results into concrete fixes. • Strong testing habits: unit tests (JUnit, Mockito), integration tests (Testcontainers), REST API tests (REST Assured, Postman or similar), contract tests and automated regression suites in CI.	8h/zi	Contract de munca, durata nedeterminata

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				• Build carrier integrations with Spring RestClient, with per-carrier resilience (timeouts, retries, circuit breakers, bulkheads, rate limits) using Resilience4j. • Validate requests and carrier payloads against JSON Schema (networknt) and keep contracts versioned and well documented. • Design asynchronous, event-driven flows with Amazon SQS, including idempotency, retries and dead-letter handling. • Model and evolve the data layer in PostgreSQL (or a similar relational database), including migrations and performance tuning. • Design services that scale horizontally and stay stable under peak load, such as seasonal shipping peaks. • Plan and run load and stress tests, find bottlenecks and fix them before they reach production. • Build and maintain an automated test suite: unit, integration, REST API and regression tests that run in CI. • Make the service observable: structured logging to CloudWatch and OpenSearch, metrics, alarms and traces that make production issues easy to find. • Plan and carry out the migration from the legacy Python booking service, including running both side by side, comparing results and cutting over safely. • Use Claude and other AI tools to speed up design, coding, testing and documentation, and review their output as any code review. • Own features end to end: CI/CD pipelines in GitHub, deployments to AWS and production support. • Write clean, readable code, review code carefully, share knowledge and help raise the engineering bar of the team. **Who you are** • You think in systems: you ask how a change behaves under load, when a carrier is down, or when a message arrives twice. • You have opinions on design, back them with reasoning, and change your mind when the evidence says so.	• Clean code practices: readable and well-structured code, SOLID principles, sensible design patterns, refactoring, and static analysis (for example SonarQube). • Good knowledge of PostgreSQL or another relational database: schema design, indexing, transactions and query tuning. • Hands-on AWS experience, including Amazon SQS and CloudWatch, and secure handling of configuration and secrets (for example Parameter Store or Secrets Manager). • Experience with OpenSearch (or Elasticsearch) for log search, querying and dashboards. • Comfortable with Maven, Git and GitHub, and CI/CD pipelines (for example GitHub Actions) with quality gates. • Practical experience using Claude or similar AI coding assistants, and the judgement to review generated code and designs for correctness, security, performance and maintainability. • Ability to understand complex systems quickly and explain trade-offs clearly in design discussions. • Infrastructure as code with Terraform, AWS CDK or CloudFormation, and container platforms such as ECS or EKS, including autoscaling setup. • Very good written and spoken English. **Nice to have** • Python experience, or a real willingness to read and work in Python, since the current booking service is written in it. • Experience migrating or replacing a legacy system in production (strangler fig pattern, parallel runs, shadow traffic, feature flags). • Observability beyond logs: OpenTelemetry, distributed tracing (AWS X-Ray or similar), dashboards and SLO-based alerting. • JVM profiling and tuning (Java Flight Recorder, async-profiler, garbage collection tuning). • Resilience and chaos testing, such as simulating outages, slow responses and SQS backlogs. • Security awareness: OAuth2 / OIDC, OWASP API Top 10, secure handling of customer and data, GDPR basics. • Experience with messaging patterns such as the outbox pattern, sagas and exactly-once-style processing on top of at-least-once delivery. • Cost awareness on AWS: choosing designs that scale without unnecessary spend.		

				• You take ownership from design to production and care about what happens after deploy. • You treat AI output as a strong first draft, and you can explain why something it produced is wrong. • You write things down: clear pull requests, design docs and runbooks. • You enjoy helping others grow through pairing, reviews and knowledge sharing. What we offer • The chance to design a core service from scratch and see it replace a business-critical system. • A modern stack (Java 25, Spring Boot, AWS) and AI tools built into how the team works. • A team that values design discussion, clear ownership and good engineering practice.	• Experience building AI-assisted workflows for the team, such as prompts, review checklists or Claude Code setups that others can reuse**.**		
2.	**Product-Led Growth Marketing Manager**	**Specialist marketing, 243103**	1	**Purpose of role:** nShift has a self-serve product purchase route into delivery management for small and midsize shippers. Customers find us online or through partners, start a trial, connect their shop and carriers, and move to a paid subscription without needing a traditional sales process. In 2027, we want to turn that route into a measurable growth engine with a clear commercial return. As Product-Led Growth Marketing Manager, you will own this growth stream end to end: the plan, funnel, budget, vendors and performance. This is a senior individual contributor role for someone with experience who can set the strategy and execute it. You will inherit an existing product, website, pricing model, onboarding journey, data and lessons from what has already been tried. Your job is to decide **what comes** next and build a repeatable model for growth. **About you:** You are comfortable owning a commercial problem where not every answer has already been defined.	**What you will bring:** · Five or more years of experience in growth, performance or digital marketing in B2B software, including at least two years working with a self-serve or product-led funnel from trial or freemium to paid. · Experience marketing to merchants using platforms such as Shopify, WooCommerce or Magento, including app or partner ecosystems. · Experience owning a growth target and budget, with clear examples of how you used performance data to change the plan. · Strong understanding of funnel economics, including customer acquisition cost, conversion, retention and payback. · Hands-on knowledge of GA4, Google Ads and at least one other major paid platform, with enough depth to manage and challenge an external agency or vendor. · Experience improving websites and landing pages through testing, conversion analysis, and customer evidence. HubSpot CMS experience or equivalent is essential. · A practical understanding of SEO, including search intent, page planning and content performance. · Experience with lifecycle marketing and automation, including segmentation and triggered journeys.· Experience working directly with product teams in areas such as signup, onboarding, in-product communication, pricing, or packaging.	8h/zi	Contract de munca, durata nedeterminata

				You can move between strategy and execution without losing sight of the number you are responsible for. You make decisions from evidence, communicate clearly when something is not working and change course when the data calls for it. You are also comfortable working across functions. Success in this role depends on Product, Sales, Web, Finance, Support and Customer Success, but you will remain accountable for bringing those pieces together into a working growth model. **What you'll be doing:** · Own the growth plan for self-serve, including target segments, markets, channel mix, budget, and commercial targets. · Build and maintain the funnel model from website visit through signup, activation, paid conversion and retention, including acquisition cost, payback and conversion at each stage. · Report on performance, identifying what is working, what needs to change, and where to invest next and act on the findings. · Grow qualified traffic and trial signups through paid and organic search, ecommerce platform ecosystems, partnerships and other channels that reach small and midsize shippers. · Set targets for paid media, manage external vendors, and make decisions on spend based on performance. · Develop partnerships and co-marketing opportunities with ecommerce platforms, agencies, publishers and relevant communities. · Own the self-serve website footprint as a conversion channel, including site structure, pricing, campaign landing pages, copy, proof and the signup journey. · Run an ongoing experimentation program across acquisition, website conversion and signup, moving from hypothesis to test to decision. · Work closely with Product to improve trial activation, onboarding and in-product guidance, and define the usage signals that show when a customer is reaching value.	· Strong written and spoken English. **Nice to have:** · Experience in logistics, shipping, ecommerce infrastructure, or delivery software. · Experience with at least one product analytics platform such as Mixpanel, Amplitude or PostHog, including event definition and cohort analysis · Experience growing software products in the Nordic markets. · HubSpot experience or certifications. · Experience running pricing, packaging, offer or trial experiments**.**		

				· Build lifecycle communication from signup through paid conversion and expansion with the marketing automation team. · Define the product events, properties and reporting needed to understand the funnel, working with Product and other teams to make that data usable across Marketing and Sales. · Bring customer, market and funnel evidence into pricing and packaging decisions with Product and Finance, and test offers and trial variants against conversion and payback.			
3.	**Technical Support Engineer - French speaking**	Analist ajutor, 351202	1	**Purpose of Role** nShift is on an exciting high-growth journey and we are looking for an additional support engineer to join our cohort in Bucharest, ensuring our customers have a great customer experience. With nShift products being critical within our customers' end-to-end solutions, it is imperative that they function correctly and that any issues that could affect production are resolved quickly and effectively, in a clear and professional manner. **About you** To succeed in this role you need to be tech-savvy, have an inherent service-oriented mindset, as well as strong communications skills. You have to be fluent in both English and French to enable you to communicate seamlessly and to contribute to our international working environment. **The area of responsibility includes:** • Respond to customer requests in multiple channels • Deliver Service Requests and help resolve Incidents • Make sure we achieve SLA and CSAT goals • Be "ahead of the workload" through proactive measures • Expand your own Product/Domain Knowledge	**Requirements:** • Previous experience in IT-Support or Customer Service • Fluent in English and French • Positive and team-oriented attitude • Customer-centric - with a professional demeanour • Good at time management • Structured and orderly with a sense of urgency • Flexible when the situation dictates it **Nice to have:** • Bachelor/Apprenticeship in IT/Service • SaaS experience • LogTech Experience (ERP/WMS/TMS) • Nordic language skills	8h/zi	Contract de munca, durata nedeterminata

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				• Participate in building a strong service-oriented team culture where knowledge sharing is central			
4.	**Engineering Manager**	Manager proiect informatic, 251206	1	**About you** You're an engineering leader who still enjoys being close to the code. You care about your people as much as about the product, and you're comfortable balancing delivery, quality, and team growth. You are someone who: • Builds and leads a high-performing team of developers and testers, with clear expectations and regular feedback • Knows the status of every commitment the team has made, and acts early when something slips • Holds a high bar for the team's work and your own, raised through clear expectations and direct feedback • Communicates openly and clearly with the team, stakeholders, and management, including when the message is difficult • Acts in the best interest of the company and the team when making tough decisions **Purpose of role** At nShift, the Engineering Manager's primary task is to lead, hold accountable, and deliver through a group of talented developers and testers, ensuring they thrive in a collaborative, high-performing environment. You are the team's voice to the wider organization and bring company priorities back to the team clearly and honestly. **Your role includes:** • Supporting team development and maintaining a high-performing culture	**What you will bring** This is a hands-on management role: you will know what your team is building, why it is late when it is late, and what you are doing about it. For our Data Exchange team, we are seeking candidates who embody the following characteristics: Technical Proficiency: A strong hands-on background in C# is required, with a proven history of technical expertise in software development. Experience with front-end development frameworks is a plus, but not mandatory. Delivery Ownership: A track record of teams that ship what they commit to, and comfort using metrics such as cycle time, sprint predictability, and say/do ratio to run the team. Professional: You understand that it's a part of a manager's role to look out for the interest of the company, and you are prepared to manage difficult tasks with this in mind. Exacting Standards: Maintaining high standards is vital as you consistently aim for excellence in both personal performance and the work produced by your team. Effective Communication: Proficiency in both written and spoken English is essential for ensuring seamless communication within the team and with stakeholders. **Requirements** **The technologies this team uses are:** · C#, .NET, .NET Core, React native, Vue.js · PostgreSQL · Docker, Bitbucket · AWS, IaC · SonarQube, JFrog **Education and experience** • BS degree in Computer Science or related field • Minimum of 5 years as a hands-on engineer, plus 2-3 years of management experience	8h/zi	Contract de munca, durata nedeterminata

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				• Communicating company goals and representing the team within the organization • Owning delivery predictability and the team's say/do ratio, alongside technical excellence **What you'll be doing** **Technology** • Ensure that daily work aligns with the tech vision, guiding principles, and minimum quality standards, including monitoring code quality through tools like SonarQube. • Take part in design and architecture discussions, and review code regularly enough to have an informed view of quality and risk. • Challenge estimates and technical approaches, drawing on your own engineering experience. • Make sure that the technology managed by the team is resilient, secure, and up to date. • Promote internal education, collaboration, and knowledge-sharing across platforms and teams. **Process** • Challenge your team to enhance their working methods, proactively addressing opportunities and obstacles with a critical mindset. • Ensure that your team follows established processes, such as Kanban, Scrum and test management, in service of predictable delivery, and advocate for adopting best practices and tools. • Own the team's delivery commitments. Track planned versus delivered work each sprint and quarter, report honestly on	**Language Skills** • Fluency in English is mandatory (written and spoken)		

				the gap, and drive corrective action. • Identify blockers, dependencies and risks early, and resolve or escalate them before they affect delivery. **People Management** • Administer and oversee personal development plans, salary structures, and recruitment processes. • Create opportunities for team members to stay motivated through mentorship, coaching, or delegating tasks to encourage professional growth. • Set clear expectations for each engineer and manage performance against them, setting an example for your team to follow. • Build and maintain a robust team with overlapping skills and knowledge, avoiding critical dependencies on single individuals.			

Informatii suplimentare se pot obtine la nr. de telefon: 0753051018, email: elena.nichifor@nshift.com, persoana de contact: Elena Nichifor, Talent Acquisition Specialist

Data,

26.10.2026

[redacted]

[1] Se completeaza cu calificarea sau, dupa caz, cu competentele necesare ocuparii postului vacant

[2] Se completeaza cu norma de lucru prevazuta pentru postul vacant respectiv

[3] Se completeaza, dupa caz, cu raport de munca sau raport de serviciu si durata nedeterminata sau durata determinata