

About 4flow

4flow is a global leader in logistics optimization, with a team of over 1,500 professionals across more than 20 locations worldwide. Our unique business model integrates supply chain consulting, advanced logistics software, 4PL services, and cutting-edge logistics research to deliver innovative and end-to-end solutions.

Our Bangalore office, located in Manyata Tech Park, is one of our newest and most dynamic hubs. Here, we are building a next-generation, AI-driven supply chain product from the ground up. Operating in a hybrid work model, this location offers a unique opportunity to join the development team at an early stage and play a key role in shaping the future of our product and technology landscape.

Job description

We're looking for a full-stack engineer who enjoys solving real product problems—not just executing pre-defined tasks. You'll work in a cross-functional team alongside Product Managers, UX designers, domain experts, and engineers, contributing early to problem framing, solution shaping, and trade-off decisions in a Shape-Up-inspired environment.

This is a hands-on role where you'll design, build, test, deploy, and operate software across the full stack. You'll take ownership from idea to production, working across application code, cloud infrastructure, and deployment pipelines.

The role suits someone who thrives in ambiguity, values autonomy, and is motivated to drive meaningful outcomes rather than simply completing assigned work.

What your new challenge will look like

- Design, build, and deliver end-to-end product features spanning both frontend and backend systems.

- Collaborate closely with Product, UX, and domain experts to deeply understand challenges, explore options, and provide thoughtful, insight-driven recommendations rather than rushing into solutions.
- Define technical approaches, assess trade-offs, and make practical, well-reasoned architectural decisions.
- Take full ownership of features from development through testing, deployment, monitoring, production support, and ongoing enhancements.
- Work hands-on with cloud platforms, deployment pipelines, and operational tools as an integral part of the development lifecycle.

Why you belong at 4flow

- You bring 7+ years of professional experience in software engineering.
- You have strong expertise across frontend, backend, and deployment technologies, and enjoy working across the full delivery lifecycle.
- You've built modern web applications and distributed backend systems at scale.
- You have hands-on experience with AWS or similar cloud platforms.
- You're familiar with infrastructure as code, ideally using Terraform or comparable tools.
- You have experience with CI/CD practices, deployment pipelines, and operating software in production environments.

What we offer

- A stable role within a company rooted in strong German roots, backed by a clear vision and long-term security.
- A dynamic, international work environment with excellent opportunities for rapid career growth.
- Extensive professional development support, including a dedicated training budget and access to internal learning programs.
- A permanent position with a competitive base salary, attractive bonus structure, and comprehensive benefits package.

- Hybrid work model
- Access to an Employee Assistance Program to support your mental well-being.
- Regular sports activities, team events, and company getaways that foster connection and collaboration.
- Complimentary lunch, beverages, and coffee at all 4flow locations.
- Comprehensive health insurance coverage, including GMC, GPA, GTL, and OPD.