JOB TITLE	Graduate Software Developer
DEPARTMENT	Information Technology
LOCATION	Dublin

JOB SUMMARY

This is a graduate role on a one-year fixed term contract, with AerCap's IT department, reporting to the Director of Front Office Applications. Over the past four years, the team has been on an exciting journey to modernise and simplify our technology landscape, building and developing a largely in-house platform that supports the world's largest aviation leasing business.

This is a great opportunity for an enthusiastic graduate Full Stack Developer to join an established and supportive SCRUM team, where you will learn by working hands-on with internally developed systems in a truly unique industry.
The role includes a structured onboarding and mentoring programme, regular 1:1s with senior developers, and ongoing feedback to support both technical and professional growth. You will be part of a quality-first environment and gain exposure to the design and development of both Windows and web-based applications.
The Front Office team's primary focus is on key revenue-generating areas such as Leasing, Portfolio Management, and Original Equipment Manufacturers (OEMs), giving you valuable insight into how technology directly supports our business.

ABOUT AERCAP

AerCap is the global leader in aviation leasing with one of the most attractive order books in the industry. AerCap serves approximately 300 customers around the world with comprehensive fleet solutions. AerCap is listed on the New York Stock Exchange (AER) and has its headquarters in Dublin with offices in Shannon, Miami, Singapore, Memphis, Amsterdam, Shanghai, Dubai, and other locations around the world.

ESSENTIAL FUNCTIONS

- Work under the guidance of senior developers to interpret business requirements and contribute to the design and implementation of software solutions
- Contribute to estimates of work to assist in project planning activity
- Assist in designing low-maintenance, sustainable and scalable software solutions to meet business requirements
- Reduce technical debt where appropriate
- Embedded in a high performing SCRUM Team, participating in the various SCRUM rituals
- Build solutions using established industry best practices, technologies and standards following team conventions and receiving regular code reviews
- Quality first environment, developing a clean code base and working with the test team to ensure the appropriate levels of testing, timely defect management and resolution
- Contribute to release management process, runbooks and hypercare activities
- Collaborate with IT colleagues from Architecture, Infrastructure, Business Analysis, Test and Digital Operations
- Document technical designs, constraints and code base to faciliate knowledge repository, cross training and impact assessments

- Ensure compliance with all organisational, legal, regulatory and department standards including SOX compliance and security

JOB REQUIREMENTS, QUALIFICATIONS, and COMPETENCIES

Educational/ Experience

- A degree in software engineering, computing, or related discipline
- Commitment to ongoing professional development and a willingness to further enhance technical skills
- Knowledge of the full SDLC
- Must be a self-starter, exhibit intellectual curiosity and an eagerness to learn, improve, and contribute to making the team more effective in delivering value to the business
- Must be able to take initiative and work independently while maintaining strong team relations
- Strong analytical and problem-solving skills
- Ability to multitask and prioritise according to business demands

Technical/Functional
- Knowledge of React with Typescript for front end development
- Knowledge of .NET Core C# for building RESTful APIs
- Experience with relational database such as Oracle SQL or SQL Server
- Knowledge building responsive websites, UI design
- Knowledge writing back-end C# Unit Tests and front-end React, Bootstrap and CSS
- Basic understanding working with AWS or Azure, creating and maintaining resources in the Cloud
- Basic understanding of version control software (branching, merging etc.)
- Excellent time and work management skills

Client Relationships
- Excellent relationship building skills
- Positive, can-do attitude towards a very demanding internal customer base
- Consistently delivering change and value to the business
- Excellent communication skills
- Fluent written and spoken English

OUR VALUES

AMBITION

Ambition to us means winning together. We believe it takes bold people to help us shape the future of aviation. At AerCap, ambition means defying our own limits, breaking new ground, and setting higher standards for our business.

EXCELLENCE

We believe in striving for nothing short of greatness. For us, excellence means redefining what is possible, and to constantly work towards outstanding solutions for our customers with unwavering commitment and collaboration.

RESPECT

We believe in fostering an environment where everyone is welcomed, supported and valued. Respect means treating our people with dignity and honouring their individuality. We strive to create an environment where our people feel included and empowered to do their best work and reach their full potential.

WE OFFER

- Challenging job in a dynamic business environment
- Interesting colleagues with different backgrounds from all over the world
- An opportunity to become part of the dynamic world of aircraft finance with the largest aircraft lessor in the world
- An attractive employment package with a competitive salary and excellent working conditions

RESPECT