



Full-Stack Software Engineer

Splice Internet (Rural Fibre Co)

Location:	Hybrid/WFH (Morwell/Melbourne)
Employment Type:	Full-Time
Remuneration:	\$120,000 - \$150,000

About Splice

Splice Internet is a brand-new regional internet service provider on a mission to bring high-speed fibre connectivity to rural communities. As a subsidiary of Rural Fibre Co (RFC), we are dedicated to creating an innovative and fun connectivity experience for Gippsland. As part of our team, you will have the unique opportunity to shape the future of our brand and technology, both at RFC and Splice. With a small but highly capable team, we are building cutting-edge software solutions that redefine customer experience, streamline operations, and scale efficiently.

The Role

We're looking for a Full-Stack Software Engineer to help build the foundation of our early-stage systems, including our **custom CRM, Network Management Platform and other business-critical tools**. You'll work across the stack to design and develop high-quality software that directly improves the experience of our rural customers.

This is a hands-on role with significant ownership — ideal for someone who thrives in a fast-paced, build-first environment. You'll be instrumental in shaping the technical direction of our systems and will work closely with our Software Engineering Lead to bring scalable, efficient, and user-friendly products to life.

We're after someone who loves solving real-world problems with practical code and is excited to help define the future of digital infrastructure for regional communities.

About You

This team isn't for the cautious. We're after builders whose **ideas move faster than they can type**. You code for fun, solve real problems, and care about crafting systems people actually use. If you're ready to move fast, learn fast, and **build something that lasts** then now is the time to come **join the team at Splice**.

Key Responsibilities

- Help the **end-to-end software development lifecycle**, from concept to deployment
- Develop and maintain our **CRM**, ensuring it is an evolving platform as we grow
- Design and implement **scalable, maintainable, and secure software architecture** for any future brand needs, including both retail and wholesale functions

- Collaborate with the team to **define technical roadmaps** and ensure we're all on the same page
- Integrate **third-party APIs and software** to enhance our network and customer offerings
- Solve technical challenges related to **broadband provisioning, billing, and customer support automation**
- Implement **best practices in software engineering**, including testing, CI/CD, and documentation
- Stay ahead of **new technological advancements** to ensure our software remains innovative and future-proof
- Mentor other developers as the team scales when the time arises

Technical knowledge

- **3+ years** of experience in software engineering, with exposure to full-stack development.
- **Proficiency in modern web technologies**, including frontend (React, Vue, or similar) and backend (PHP Preferred, Node.js, Python, or similar).
- **Experience with cloud platforms** (AWS Preferred) and infrastructure as code.
- **Strong database knowledge** (SQL and NoSQL).
- **Familiarity with networking concepts** and ISP-related technologies is a plus.
- **A practical, problem-solving mindset** with a focus on delivering results.
- **Ability to work independently** and drive projects forward in a startup environment.
- **Excellent communication skills** and ability to translate complex technical topics into business terms.

Why Join Us?

- **Competitive pay** and opportunities for career growth in a rapidly expanding telecommunications company.
- **5 Weeks annual leave** plus 3 days community service leave.
- Opportunity to **shape the technology direction** of a fast-growing ISP.
- Direct impact on **rural communities** by delivering better internet access.
- **Autonomy** to build solutions from scratch and make key technical decisions.
- Work in a **fast-paced, collaborative, and problem-solving environment**.

If you're a hands-on engineer who wants to **own and build software that makes a real difference**, we'd love to hear from you! Apply now and join Splice in revolutionising rural connectivity.

How to Apply

Visit www.ruralfibre.co/careers and enter your application.

We can't wait to see you find your new home thriving in the Splice team!