

Software Engineer

Software Engineer (permanent position)

Are you a Software Engineer with experience in .NET C# with a keen interest to learn and deliver? Look no further, Nordea Life Group could be offering the job you are looking for.

The Nordea Life & Pension Group (NLP) is the responsible for pension savings, endowments and protection products in the Danish, Swedish, Norwegian and Finnish market for both private and corporate customers. NLP employs around 950 people, have an annual income of close to EUR 500m, and assets under management (AuM) of EUR 80b. With us, you'll be in good company with a chance to make your mark on something bigger.

About our team

Welcome to the Software Engineering, Data & AI team. We're a small and newly re-formed team of Software Engineers on the mission to add value to the organization by engineering software solutions and enabling other teams in the Nordea Life Group. We operate across the Nordic countries and are primarily located in Copenhagen. We are a hands-on engineering team working across business and technology to develop solutions, modernise existing applications and strengthen our software engineering, data and AI capabilities. We work closely with our colleagues across Nordea Life & Pension and Nordea, combining technical expertise with an understanding of business needs.

Our ambition is to build reliable and maintainable solutions while progressively reducing complexity and operational risk. We value ownership, collaboration and pragmatic engineering. In our team, software engineers are expected to contribute beyond coding by understanding the business context, helping shape solutions and supporting them throughout their lifecycle.

What you'll be doing

As a Software Engineer, you will contribute to the development and maintenance of applications and services based primarily on the C# and .NET technology stack.

You will work with other engineers and with colleagues from different parts of the business. The role gives you an opportunity to strengthen your technical skills while learning how software is designed, delivered and operated in a large and regulated organisation.

Main responsibilities in this role:

- Software Development: Write, test and maintain clean and reliable C# and .NET code.
- Database Development: Work with relational databases, including queries, data structures and data models.
- API Development: Build, maintain and use REST APIs to connect applications and services.
- Problem Solving: Debug technical problems and identify their actual root causes rather than only addressing the visible symptoms.
- Code Reviews: Participate in code reviews, provide constructive feedback and learn from other engineers.
- Technical Documentation: Write and maintain clear, useful and accurate technical documentation.
- Testing and Quality: Contribute to automated testing and help ensure that changes work as intended.
- Team Delivery: Work together with engineers, business colleagues and other stakeholders to deliver practical solutions.
- Continuous Learning: Develop your technical and business knowledge and gradually take on more complex assignments.
- Agile Ways of Working: Participate actively in team planning, daily collaboration and continuous improvement.

This role is based in Copenhagen, Denmark, and we expect you to mainly work on-site in the office, closely collaborating across the Nordea Life & Pension and Nordea organisation.

Who you are

You have solid software development fundamentals and are motivated to turn them into practical experience. You do not need to have seen every technology or solved every type of problem before. What matters is that you are willing to learn, apply feedback and take responsibility for your work.

To succeed in this role, we believe that you:

- Ask questions instead of making assumptions when something is unclear.
- Are curious and able to learn new technologies and business concepts quickly.
- Take responsibility and finish what you start.
- Are comfortable being new to a topic and learning openly together with others.
- Work well with colleagues who do not have a technical background.
- Follow written and verbal instructions carefully.
- Approach problems methodically and look for the underlying cause.
- Accept feedback constructively and use it to improve your work.
- Care about writing code that other people can understand and maintain.

Your background and skills include:

- 1–4 years of relevant experience in software development, including professional experience, internships or substantial practical project work.
- A bachelor’s degree in computer science, software engineering, information technology or another relevant field.
- Practical knowledge of C# and .NET.
- Understanding of object-oriented programming and common design patterns.

- Experience working with SQL Server, PostgreSQL or another relational database.
- Basic data modelling skills, including the ability to design sensible table structures and relationships.
- Understanding of object-relational mapping and practical experience with Entity Framework or a similar framework.
- Experience building or consuming REST APIs.
- Understanding of SOLID principles and the characteristics of clean, readable and maintainable code.
- Basic experience with Git or another version-control system.
- Basic understanding of Docker and containerised applications.
- Good analytical and problem-solving skills.
- The ability to follow written and verbal instructions carefully and ask questions when something is unclear.
- Fluent spoken and written English.

Experience with any of the following would be beneficial, but is not required:

- PowerShell or similar scripting tools.
- Kubernetes and container orchestration.
- CI/CD practices and modern software development workflows.
- Bitbucket and Jenkins.
- Jira and Confluence.
- Automated testing.
- Monitoring and application support.
- Financial services, insurance or another regulated industry.

We do not expect you to meet every item on this list. Your willingness and ability to learn are just as important as the technologies you already know.

What we offer

People come here when they want to get somewhere. For some, it's to take their career to the next level. For others, it's to break new ground within their area of expertise – in other words, with us, you will always move forward.

A culture that fosters performance and growth in one of the largest Nordic banks, offering various opportunities to evolve, develop and learn from brilliant colleagues with diverse backgrounds in a vibrant working environment.

Hybrid working model – we believe in the value of bringing people together and at the same time we embrace the freedom of flexibility.

Diversity and inclusion are a natural part of our daily work. We know that an inclusive workplace is a sustainable one. We genuinely believe that our diverse backgrounds, experiences, characteristics and traits make us stronger together. Every day we strive to find new ways to improve diversity and inclusion within our community e.g. we have signed the European Diversity Charters in the countries where we operate to show our commitment and engage with others to continue learning and improving.

If this sounds like you, get in touch!

Next steps

Submit your application no later than 20/11/2026.

For more information, you're welcome to contact Kristian Fridolf at Kristian.Fridolf@Nordea.com.

We enable dreams and aspirations for a greater good.

We build relationships. We add a personal touch to everything we do – when advising our customers, collaborating with colleagues, and meeting our potential candidates.

We learn and develop. We take pride in being experts and thinking ahead. We use our expertise to meet our customers' needs, from the simplest to the most complex. We bring a growth mindset to our work that enables us to focus on a broader perspective in our daily challenges.

We lead change. We are responsible and aware of the impact of our decisions, both for our customers and for our local and global communities. Mindful of our responsibility towards current and future generations, we have made sustainability an integrated part of our business strategy.

We are Nordea. We have a 200-year history of supporting and growing the Nordic economies and our values are deeply rooted in these open, progressive and collaborative societies. As one of the biggest employers in the Nordics, Poland and Estonia, you have excellent opportunities to evolve, develop and move forward with us.

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