

Senior Software Engineer - AI-Assisted Legacy Modernisation

Welcome to Group Technology, where we engineer solutions that support Nordea's transformation and enable the Customer Vision and Business Strategy. As part of Nordea's 2030 strategic direction, we are modernizing our technology and data estate while accelerating the adoption of AI-enabled capabilities across the bank.

We are looking for a Senior Software Engineer to join our Black Ops unit on a full-time, permanent basis. This is the right role for you if you enjoy understanding complex legacy applications and using AI-assisted engineering to modernize them for strategically supported platforms. You combine hands-on development skills with the analytical judgement to challenge AI-generated changes, verify that application behaviour is preserved and deliver maintainable, production-ready software. Ideally, you will also help develop our framework for grounding and constraining AI-generated changes to reduce hallucinations and unsupported assumptions.

Nordea is a place where traditions meet tomorrow. We're not just a bank; we're a tech employer on a mission to evolve finance securely and responsibly. Together, we impact millions of people's daily lives by ensuring they can access our solutions anytime, anywhere, while safeguarding their personal data and wealth. Join us in making an impact on the banking industry.

About our team

Meet the Black Ops team. We support the internal customers and engineers working with Nordea's Internal Developer Platform, helping teams resolve complex technical challenges when expectations meet reality. You will play a senior, hands-on role in using agentic AI to refactor legacy applications and help development teams adopt modern platforms and DevOps practices. You will also have the opportunity to contribute to the framework that makes our AI-assisted workflows more controlled, verifiable and reliable.

The team works closely with product owners, engineers, architects, cybersecurity, data governance and cloud platform teams to ensure our solutions are pragmatic, compliant and production-ready. You will bring deep hands-on engineering expertise, challenge and improve technical approaches, and communicate complex platform decisions clearly to both technical and non-technical stakeholders.

In this role, your main responsibilities will be:

- Analyse legacy applications, including Java systems, to understand their behaviour, dependencies and constraints before refactoring
- Use AI-assisted and agentic development workflows to refactor legacy code for strategically supported platforms while preserving required functionality
- Independently review AI-generated changes, challenge unsupported assumptions and verify correctness through code analysis and automated testing
- Build and strengthen regression tests to validate application behaviour before and after refactoring
- Build and maintain end-to-end CI/CD pipelines that integrate AI-assisted development with automated builds, testing and deployment
- Support the rollout of our agentic AI solution across development teams and help them adopt effective, responsible engineering practices
- Provide feedback on AI-generated results and help improve the framework's context grounding, constraints and validation checks to reduce hallucinations and unintended changes
- Collaborate with application developers, architects and platform teams to resolve complex modernisation challenges and reduce legacy dependencies
- Develop DevOps practices within Service Domains and help teams become independent in building, deploying and operating modernised applications
- Ensure refactored applications meet Nordea Quality Standards, including security, maintainability and operational readiness

We follow hybrid model of working (up to 40 % remote). This role is open in Poland (Tri-city or Warsaw), Finland (Helsinki), Sweden (Stockholm), Denmark (Taastrup), or Norway (Oslo). We offer employment with various benefits based on your location, which may include private health and life insurance, learning opportunities, holiday subsidies, bonuses and more.

Who you are

You are an experienced engineer who combines strong software development skills with curiosity, initiative and sound technical judgement. You see AI as an engineering tool, not a substitute for understanding the system or taking responsibility for the result. You are confident but humble, solution-driven and comfortable questioning generated code. You understand that software quality goes beyond code quality to include correct behaviour, security, reliable delivery and operability. You enjoy helping others adopt new tools and ways of working.

This is the right role for you if you:

- Have a solid system engineering and development background
- Are comfortable reading unfamiliar legacy code and validating AI-generated changes against application requirements
- Have practical experience moving legacy applications or code to modern cloud environments
- Stay one step ahead by identifying technical risks, dependencies and improvement opportunities
- Are comfortable switching between hands-on engineering, troubleshooting and stakeholder discussions
- Can stand your ground when needed while remaining open to different perspectives
- Communicate and pitch technical solutions clearly to Service Domain leads and engineering teams
- Enjoy guiding and mentoring others through technical and organisational change

Your background and skills include:

- Strong hands-on Java development experience, including Spring and Spring Boot, and the ability to understand and refactor legacy applications; familiarity with Node.js
- Practical experience using AI-assisted development tools, with the ability to critically review generated code and verify changes through unit, integration and regression testing
- Experience building CI/CD pipelines using Git/Bitbucket and tools such as Tekton, Argo CD or Jenkins, together with infrastructure automation using Terraform or Ansible
- Strong Linux and Windows system administration and troubleshooting skills, with experience operating systems in virtualised, cloud or containerised environments
- A solid understanding of Google Cloud Platform and how to deploy, operate and modernise applications in a Google Cloud environment
- Familiarity with container-based application architecture and infrastructure using Docker and Kubernetes

It would be ideal if you also have:

- Experience developing AI-assisted engineering frameworks or agentic workflows, including repository context grounding, constrained tool use, automated validation and human review to reduce hallucinations and unsupported changes
- Experience with AWS
- Knowledge of Groovy
- Change management mindset

What we offer

Collaboration. Ownership. Passion. Courage. These are the values that guide us in how we work and how we make decisions – and that we imagine you share with us.

People are driven by many different factors. 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 02/12/2026. For more information about the position, you are more than welcome to contact recruiter Sanna Frisk at sanna.frisk@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. Studies show that members of underrepresented communities don't apply for jobs unless they tick all the qualification boxes. If this is part of why you hesitate to apply, we would like you to reconsider and give it a chance. Maybe your profile fits our needs much better than you think.

Only for candidates in Sweden: For union information, please contact finansforbundet@nordea.se or SACONordea@nordea.com.

Only for candidates in Poland: Please include permit for processing personal data in CV as following:

In accordance with art. 6 (1) a and b. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) hereinafter 'GDPR'. I agree to have: my personal data, education and employment history proceeded for the purposes of current and future recruitment processes in Nordea Bank Abp.

The administrator of your personal data is: Nordea Bank Abp operating in Poland through its Branch, address: Aleja Edwarda Rydza Śmiglego 20, 93-281 Łodź. Your personal data will be processed for the recruitment processes in Nordea Bank Abp. You have a right to access your personal data, right to rectify and right to delete. Disclosing the personal data in the scope specified by the provisions of Polish Labour Code from 26 June 1974 and executive acts are mandatory. Providing personal data is necessary to conduct the recruitment processes. The request for the deletion of your personal data means resignation from further participation in recruitment processes and causes the immediate removal of your application. Detailed information concerning processing of your personal data can be found at: https://www.nordea.com/en/doc/nordea-privacy-policy-for-applicants.pdf

We reserve the right to reply only to selected applications.

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