



Internal Software Engineer – Digital Transformation

Location: Telmaco HQ – Halandri (Athens)

Department: IT

Reports to: IT Manager

Company Overview

Telmaco is a leading systems integrator specialising in professional audiovisual and integrated technology solutions. As part of its growth strategy, Telmaco is investing in the digital transformation of its internal processes, systems, and workflows.

The Role

Telmaco is seeking an Internal Software Engineer to support the development of internal applications and contribute to the company's digital transformation initiatives. The role focuses on designing, developing, and maintaining software tools that improve operational efficiency, data flow, and collaboration across departments.

Candidates with varying levels of experience will be considered; the role may be adapted to suit strong junior engineers or more experienced developers.

Key Responsibilities

- Design and develop internal web or desktop applications to support business operations
- Automate workflows and improve internal processes
- Integrate systems and data across departments (engineering, projects, finance, operations)
- Maintain and improve existing internal tools and applications
- Collaborate with internal stakeholders to gather requirements and propose digital solutions
- Support the adoption of new digital tools and platforms
- Contribute to the definition of Telmaco's internal IT and digital roadmap

Skills & Qualifications

- Master's degree or equivalent in Computer Science, Software Engineering, Electrical Engineering, or a related field
- Strong programming skills in one or more modern languages (e.g. Python, JavaScript, C#, Java, or similar)
- Experience or strong interest in web applications, databases, and APIs
- Understanding of software architecture, data structures, and system integration



- Familiarity with cloud platforms, ERP systems, or automation tools is an asset
- Strong analytical and problem-solving skills
- Ability to understand business processes and translate them into technical solutions
- Good command of the English language (written and spoken)

What We Offer

- Competitive remuneration package aligned with experience and skills
- A key role in shaping Telmaco's internal digital transformation
- Exposure to real business problems and end-to-end system ownership
- A collaborative and professional working environment
- Opportunities for growth, responsibility, and long-term impact

Application Process

Interested candidates are invited to submit their CV, clearly indicating the position **Internal Software Engineer – Digital Transformation**, to: jobs@telmaco.gr