

CRM Developer

Junior Position • Remote • Serbia / Croatia

About Loncom Consulting Ltd

Welcome to Loncom Consulting! We are a dynamic company focused on helping businesses grow smarter through data, technology, and smart CRM strategy. Our team is collaborative, forward-thinking, and passionate about building tools and processes that genuinely make a difference to our clients.

We work with a wide range of clients, supporting them across CRM implementation, data analysis, and digital transformation. If you enjoy solving real business problems and working in a team that values your ideas, you'll fit right in here.

Role Overview

We're looking for a curious, motivated Junior CRM Developer to join our growing team. This is a fantastic entry-level opportunity to build your career in HubSpot CRM development, working remotely from Serbia or Croatia, collaborating with a supportive team, and making a real impact from day one.

You will work closely with our Team Lead (Data Analyst & CRM Developer), and also get direct exposure to our CTO and CEO. This role is ideal for someone who is eager to learn, loves technology, and wants to grow quickly. No prior HubSpot experience is required.

Role at a Glance

Job Title	Junior CRM Developer
Location	Remote, Serbia or Croatia
Level	Junior
CRM Platform	HubSpot CRM
Line Manager	Team Lead, Data Analyst & CRM Developer
Also Works With	CTO and CEO

Roles & Responsibilities

As our Junior CRM Developer, your day-to-day will involve:

- Building, configuring and maintaining HubSpot CRM workflows, pipelines and properties
- Supporting the team in designing and implementing CRM solutions tailored to client needs
- Creating and managing email templates, forms, landing pages and automation sequences in HubSpot
- Assisting with CRM data management: imports, clean-ups, segmentation and reporting
- Developing custom HubSpot integrations and working with HubSpot APIs where needed
- Collaborating with the Team Lead to deliver CRM projects on time and to a high standard
- Participating in client discussions and translating requirements into CRM solutions

- Building and maintaining strong working relationships with clients, acting as a reliable point of contact for CRM-related queries
- Troubleshooting CRM issues and suggesting improvements proactively
- Staying up to date with HubSpot updates, new features and best practices
- Supporting the wider team with ad-hoc CRM tasks and requests

What We're Looking For

Essential:

- Strong working knowledge of Excel and/or Google Sheets (advanced functions, data manipulation, reporting)
- Basic coding knowledge in one or more of: JavaScript, Node.js, C#, or Python
- An understanding of CRM concepts such as pipelines, contacts, deals and workflows (no HubSpot experience needed, we will train you)
- Excellent organisational skills with the ability to manage multiple tasks and priorities at once
- Comfortable working with data and basic reporting
- Good problem-solving skills and a logical, methodical approach
- Strong communication skills in English at minimum B2 level, with business proficiency for client-facing communication (written and spoken)
- Confidence working directly with clients, managing expectations and communicating clearly and professionally
- Ability to work independently and manage your own time while working remotely

Nice to Have:

- Any exposure to HubSpot CRM (even personal projects or online courses)
- HubSpot certifications (e.g. HubSpot Marketing, Sales Hub, CRM certifications)
- Experience with APIs or integrations
- Basic knowledge of HTML/CSS for email or landing page customisation
- Familiarity with data analysis or BI tools
- Experience in a consultancy or client-facing environment

What We Offer

- 100% remote working, work from wherever you work best
- A collaborative, friendly team that genuinely supports your development
- Direct mentorship from experienced professionals and senior leadership
- Real responsibility from day one, your work will matter
- Opportunities to grow quickly within the business
- Full HubSpot training and certification support provided

Our Tech Stack

You will be working with the following tools and platforms day to day:

- HubSpot CRM (full training provided)
 - Slack for team communication
 - Monday.com for project and task management
 - Google Workspace (Gmail, Google Sheets, Google Drive, Google Docs, Google Meet)
 - Microsoft Teams for client and internal meetings
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Our Hiring Process

We keep our process simple, transparent and respectful of your time:

1	Interview with HR and Team Lead	A friendly conversation to get to know you, understand your experience, and tell you more about the role and team.
2	Technical Assessment	You'll complete a small project directly in HubSpot CRM. This is your chance to show us how you think and work.
3	Interview with CTO & CEO	A final conversation with our leadership team to align on values, ambitions and mutual expectations.

Our Commitment to You

Loncom Consulting is proud to be a fair and inclusive employer. We believe that great work comes from diverse teams, and we welcome applications from people of all backgrounds, experiences and identities.

We are committed to:

- Treating every candidate with respect and professionalism throughout the process
- Providing clear, timely communication at every stage
- Evaluating applications based on skills, potential and values, not background or personal characteristics
- Creating a working environment where everyone feels valued, heard and able to thrive

If you need any adjustments during the recruitment process, please let us know and we will be happy to help.

How to Apply

We'd love to hear from you!

To apply for the Junior CRM Developer position, please complete our short application form [here](#).

Please make sure to upload your CV and provide all the requested information in the form.

We review every application personally and will be in touch with selected candidates regarding the next steps.

Ready to join us? We'd love to hear from you.