Senior Backend Developer

Engineering | Full-Time

Location: Remote (US-based) / Hybrid - San Francisco, CA

Employment Type: Full-Time

Department: Engineering

Salary Range: $140,000 - $180,000 per year + equity

About the Company

We are a fast-growing technology company building innovative solutions that transform how businesses operate. Founded in 2018, we've grown to serve over 10,000 customers worldwide and raised $50M in Series B funding. Our team of 150+ talented individuals is passionate about creating products that make a real impact. We foster a culture of collaboration, continuous learning, and work-life balance while maintaining high standards of excellence.

Position Overview

We are seeking an experienced Senior Backend Developer to join our growing engineering team. In this role, you will be responsible for designing, building, and maintaining scalable backend services that power our platform used by millions of users. You will work closely with cross-functional teams to deliver high-quality solutions that meet business objectives while maintaining best practices in software development. This is an excellent opportunity for a skilled engineer who thrives in a collaborative environment and is passionate about building robust, efficient systems.

Key Responsibilities

- Design and implement scalable, high-performance RESTful APIs and microservices using modern backend technologies
- Collaborate with frontend developers, product managers, and designers to understand requirements and deliver technical solutions

• Write clean, maintainable, and well-documented code following industry best practices and coding standards

• Optimize application performance, database queries, and system architecture for maximum efficiency and scalability

• Participate in code reviews, providing constructive feedback and ensuring code quality across the team

• Troubleshoot and debug production issues, implementing long-term solutions to prevent recurrence

• Mentor junior developers and contribute to the technical growth of the engineering team

• Stay current with emerging technologies and recommend tools and practices that improve development efficiency

• Contribute to technical documentation, architecture decisions, and engineering best practices

• Participate in agile ceremonies including sprint planning, daily standups, and retrospectives

Required Qualifications

• Bachelor's degree in Computer Science, Engineering, or related field, or equivalent practical experience

• 5+ years of professional experience in backend software development

• Strong proficiency in at least one backend programming language (Python, Java, Go, Node.js, or Ruby)

• Deep understanding of RESTful API design principles and microservices architecture

• Experience with relational databases (PostgreSQL, MySQL) and NoSQL databases (MongoDB, Redis)

• Solid understanding of data structures, algorithms, and software design patterns

• Experience with cloud platforms (AWS, GCP, or Azure) and containerization technologies (Docker, Kubernetes)

• Proficiency with version control systems (Git) and CI/CD pipelines

• Strong problem-solving skills and ability to work independently and collaboratively

• Excellent written and verbal communication skills

Preferred Qualifications

• Master's degree in Computer Science or related technical field

• Experience with event-driven architectures and message queuing systems (Kafka, RabbitMQ, SQS)

• Knowledge of GraphQL and experience building GraphQL APIs

• Experience with performance monitoring and observability tools (DataDog, New Relic, Prometheus)

• Contributions to open-source projects or active participation in technical communities

• Experience with serverless architectures and functions-as-a-service (Lambda, Cloud Functions)

• Understanding of security best practices and experience implementing authentication/authorization systems

• Experience working in fast-paced startup environments or high-growth companies

Benefits & Perks

• Comprehensive health, dental, and vision insurance for you and your dependents

• 401(k) retirement plan with company matching up to 6%

• Flexible paid time off (PTO) policy with minimum 4 weeks vacation

• Remote work flexibility with home office stipend ($1,500 annually)

• Professional development budget ($2,000 per year) for conferences, courses, and certifications

• Latest technology and equipment (MacBook Pro, external monitors, ergonomic setup)

• Stock options with a 4-year vesting schedule

• Parental leave (16 weeks paid for primary caregiver, 8 weeks for secondary)

• Monthly wellness stipend and gym membership reimbursement

• Team building events, company retreats, and social activities