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# AI Software Engineer &#8211; AI Agents

StartUp

Vast

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## BEDRIJFSPROFIEL

Zeno is a legal AI startup building the next generation of intelligent software for legal professionals. The legal world runs on documents, context, and nuance — and we're building AI tools that deeply understand that. Our end-to-end platform combines advanced language models, retrieval systems, and document intelligence to support the full legal workflow: from research and drafting to bulk contract review.

We're not just building features — we're rethinking how legal knowledge work is done. Our clients include top-tier law firms (50+ FTE), and we've secured €2M in funding. Everything we build is hosted securely in Europe, fully ISO 27001 certified.

What makes us unique is our approach: no shallow AI integrations, but agentic systems designed for real-world performance and legal-grade reliability. Everything is built in-house by a small team of highly technical founders (backgrounds in AI, theoretical physics, infra), based in Rotterdam.

You'll join us at a pivotal moment. The foundation is there, the traction is real, and we're scaling. As engineer #5 or #6, you'll shape what Zeno becomes — in code, architecture, and culture.

## WHAT YOU'LL DO:

### Use AI to help legal professionals think, reason, and draft smarter

- Build and iterate on agentic workflows that classify, summarize, and transform legal documents
- Design robust context management systems using chaining, memory, and LLM orchestration tools like Langchain
- Work closely with our backend and product teams to integrate AI into real-world legal tasks
- Prototype and productionize features that will be used by hundreds (soon thousands) of legal professionals

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## WHAT WE'RE LOOKING FOR:

- You're a creative problem-solver with a strong analytical mindset
- You've built AI agents or complex, context-driven applications
- You write clean Python and are familiar with Langchain or similar frameworks
- You thrive in small teams where ownership, autonomy, and initiative are key

## WHAT WE OFFER:

- A unique opportunity to work at a startup that is shaping the future of legal tech

- The ability to make a direct and tangible impact on the development and growth of our platform
- An inspiring place to work in an office located at the heart of Rotterdam
- Collaboration with a top-tier team of engineers, researchers, and entrepreneurs
- Competitive compensation, including growth and equity opportunities within the company

### Recruitment process via Haystack People

Zeno works exclusively with Haystack People to fill these key roles. Haystack helps us connect with engineers who can build exceptional systems *and* thrive in a culture of autonomy, focus, and momentum. You'll be supported throughout the process — from first intro to final offer — by an experienced consultant who understands both the role and the team behind it.

Interested or have questions? Reach out directly to Desley Gontha via [d.gontha@haystackpeople.nl](mailto:d.gontha@haystackpeople.nl) or +31 6 28965652

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Contact & solliciteren

<https://haystackpeople.nl>

#### **Desley Gontha**

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