

# Backend Engineer - AI Tech Scale-up (Python / Go / Elixir / Rust)

ScaleUp

Vast

100k

## BEDRIJFSPROFIEL

Our client is a **rapidly growing HR-tech scale-up** in Amsterdam, building an AI-driven selection engine that automates prescreening, assessments and scheduling. Backed by strong funding and trusted by European customers, they are scaling fast.

The setup is pure **start-up mode**: a small engineering team (4 people, soon 5+), no middle management, short lines, and a culture that thrives on **drive, learning and speed**. You'll see the results of your work live within days — not months.

This is not the place for 9-5 routines. It's the place for engineers who love building, experimenting and growing together in a team that takes pride in shipping.

## JOB DESCRIPTION

- Take **ownership** of the core backend services and APIs
- Make the platform scalable as customer usage keeps growing
- Build and maintain **ATS integrations** and assessment workflows
- Improve performance, reliability, testing and code quality
- Be a **mentor and example** for less experienced teammates
- Collaborate directly with founders, product and frontend engineers

## Who you are

**Experienced** - you've seen multiple environments (start-up/scale-up)

**Language-flexible** - fluent in Python or another modern backend stack (Go, Elixir, Rust)

**Mentor-minded** - you lift others up while pushing standards higher

**Scale-up ready** - you thrive in pace and uncertainty

**Passionate** - you believe in product impact and enjoy seeing your work live fast

## JOB REQUIREMENTS

- 5+ years of backend experience in **Python OR Go / Elixir / Rust**
- Strong track record building scalable systems and APIs
- **Nice-to-haves**: ATS/HR-tech experience, affinity with AI-enhanced workflows, exposure to infra (Docker, CI/CD)
- Start-up mentality: high energy, learning mindset, no 9-5 attitude
- Strong product sense — you care about impact and user value
- Based in the Netherlands and willing to work **4 days per week onsite in Amsterdam**

## TERMS OF EMPLOYMENT

- Salary: **€80.000 - €90.000/year** depending on experience
- **Stock options** after 1 year of employment
- A modern office in Amsterdam (office-first, 4 days)
- A **high-ownership role** where your voice matters
- The excitement and energy of a **real scale-up journey**

### Important

We can only consider candidates already living in the Netherlands with a valid EU work permit. No visa sponsorship or relocation support.

### Interested?

Want to join a scale-up where your code truly shapes the product?

Email [d.gontha@haystackpeople.nl](mailto:d.gontha@haystackpeople.nl) or call **+31 6 2896 5652**.

**Keywords:** Python, Go, Elixir, Rust, Backend, APIs, SaaS, HR-Tech, Scale-up, ATS Integrations, Start-up Mindset, High Ownership, Amsterdam, €80-90K + SAR

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Contact & solliciteren

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