HAYSTACK PEOPLE

Founding Backend Engineer – Shape the Core of an AI Scale-up

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 solid funding and trusted by European customers, they are scaling quickly.
The setup is pure start-up mode: a small, ambitious team (currently 4 engineers, soon 5+), no middle management, and short decision lines. Drive, learning and speed define the culture — if you love building and experimenting, you'll fit right in.

JOB DESCRIPTION

- **Impact from day one** – You'll own the core APIs and services that power conversational screening and assessments.
- **Scale-up pace** – No corporate processes, no endless meetings. You'll move fast, break things, and learn.
- **Tech freedom** – Python is our main language, but Go, Elixir or Rust are just as welcome. We care about engineering strength, not dogma.
- **High visibility** – In a team of 4 engineers, soon 5, your voice shapes product decisions directly with the founders.
- **Ownership, not job titles** – This is a role for builders who thrive in uncertainty and want to set the standard for others.

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

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JOB REQUIREMENTS

- 5+ years of backend experience (Python, Go, Elixir, Rust)
- Experience building scalable systems and APIs
- A product mindset – you want to solve problems, not just write code
- A start-up mentality – driven, curious, no 9–5 routine
- Living in the Netherlands, available 4 days/week 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** 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

Contact & solliciteren

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Amsterdam

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