HAYSTACK PEOPLE

Founding Engineer – AI, Infrastructure & Product Ownership

StartUp | Vast | 85k

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:

Own a domain. Build from zero. Shape what comes next.

- Take ownership over a core technical area (e.g. backend, search, agents, data pipelines)
- Collaborate on architecture, security, and scaling strategies across the product
- Connect product intent with technical delivery and shape our engineering culture
- Act as a force multiplier for the team — technically and strategically

WHAT WE'RE LOOKING FOR:

- 5+ years experience as a software engineer in technically complex environments
- You enjoy working across stack boundaries and see technology as a product tool
- You want to work with autonomy and be part of early architectural decisions
- You're looking for impact, not hierarchy — and thrive in low-politics environments

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 via d.gontha@haystackpeople.nl

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