HAYSTACK PEOPLE

Lead Python Engineer

ScaleUp | Vast | 100k

BEDRIJFSPROFIEL

Our client is a fast-growing HR-tech scale-up in Amsterdam. We started with assessments and now offer a full AI-driven selection engine: from conversational WhatsApp screening to assessments and ATS integrations (Recruitee, Talent, etc.).
They are with 20 people today, including 4 engineers (soon 5+). No corporate layers, just a team that ships fast, learns fast, and celebrates milestones together.

JOB DESCRIPTION

As a Lead Backend Engineer, you will own the backbone of the platform. You'll design and maintain scalable systems and APIs, build integrations with partners and ensure the architecture can handle rapid growth.

- Core ownership – You'll lead the design and scaling of our backend systems.
- Scale-up pace – We move fast, break things, and learn. No endless processes.
- Technical leadership – Be the experienced example others grow from.
- AI in practice – Work with cutting-edge models (OpenAI & more) but focus on solving real hiring problems.
- Culture fit matters – Drive, curiosity and ambition are knockout criteria. Without them, you won't enjoy this ride.

JOB REQUIREMENTS

- 5+ years of backend experience (Python, Go, Elixir or Rust).
- Experience scaling systems and APIs in a fast-moving environment.
- Product mindset – you solve problems, not just write code.
- Team player who leads by example and helps others grow.
- Driven, ambitious, and curious – you thrive in scale-up chaos.
- Based in the Netherlands, available on-site in Amsterdam at least 4 days/week.

TERMS OF EMPLOYMENT

The ''Whats in it for you'' is also important!

- Salary: €80.000 – €90.000/year
- SAR-options (~€5k) after 1 year (no tax hassle, real ownership)
- A high-ownership role in a true scale-up journey

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

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