HAYSTACK PEOPLE

Python Engineer – HR Tech Scale-up

ScaleUp | Vast | 100k

BEDRIJFSPROFIEL

Our client is an ambitious HR-tech scale-up based in Amsterdam, reinventing recruitment with AI. What started with assessments has evolved into a platform that supports the entire selection process: from AI-driven WhatsApp conversations to integrations with applicant tracking systems.

The team counts around 20 people, including 4 engineers. The culture is entrepreneurial, fast-paced, and built on ownership, short lines and growth.

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.

In addition to coding, you'll play a vital role in the team: acting as the technical example, sharing knowledge, and helping others level up. Working closely with the CTO and frontend colleagues, you'll make sure the product is robust, cohesive and ready for scale.

JOB REQUIREMENTS

- 5+ years of experience as a backend engineer.
- Strong expertise in Python, Go Rust or Elixir.
- Proven experience building and scaling APIs and backend systems.
- Background in environments where products are actually scaled and used (scale-ups/start-ups or similar).
- Strong communication skills and ability to coach others.
- Living in the Netherlands and available on-site in Amsterdam at least 4 days/week.

Nice to have: affinity with AI/ML applications, experience with ATS integrations, or a broader understanding of frontend development.

TERMS OF EMPLOYMENT

- Salary: €80,000 – €90,000/year.
- SAR-options (~€5k) after 1 year (tax-friendly equity program).
- Office-first culture in central Amsterdam.
- A high-ownership role in an innovative and growing scale-up.
- Plenty of room for initiative, learning, and direct product impact.

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: c.bons@haystackpeople.nl or call +31 6 83027953

Contact & solliciteren

Amsterdam

https://haystackpeople.nl