

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

- Own and evolve core backend services and public/internal APIs.
- Architect for scale and reliability as customer usage keeps growing.
- Ship new platform capabilities (e.g. assessments, scheduling, reporting) end to end.
- Raise engineering standards: testing depth, observability, performance budgets.
- Mentor medior/junior engineers; unblock others and lead by example.
- Collaborate closely with product and founders; keep scope tight and outcomes clear.

JOB REQUIREMENTS

- 5+ years backend experience in Python or a modern language (Go/Elixir/Rust).
- Proven track record designing and scaling API-driven systems.
- Strong grasp of testing strategy, performance tuning, monitoring.
- Product mindset: bias to deliver, pragmatic over perfect, crisp communication.
- Nice-to-haves: ATS/HR-tech integrations, CI/CD (Docker, pipelines), AI-powered workflows.
- Based in NL; willing to be onsite in Amsterdam 4 days/week; EU work permit.

TERMS OF EMPLOYMENT

- Salary €80.000–€90.000 per year (depending on experience).
- SAR stock plan after 12 months.
- Office-first culture (4 days/week) in central Amsterdam.
- High-ownership role with direct product impact and rapid release cycles.

Contact & solliciteren

Amsterdam

Desley Gontha

<https://haystackpeople.nl>

Senior Recruitment Consultant

d.gontha@haystackpeople.nl

31683155319

<https://www.linkedin.com/in/desleygontha123/>