HAYSTACK PEOPLE

Senior Software engineer (Python, AI-first startup)

StartUp | Vast | 110k

BEDRIJFSPROFIEL

A fast-growing Tech Scale-Up in the Amsterdam area. Their innovative platform helps B2B clients and local businesses boost their digital visibility, drive direct conversions, and maximize customer retention. Well-funded and preparing for their next growth phase, they are expanding their core engineering team with experienced engineers.

FUNCTIE OMSCHRIJVING

- **AI-First Engineering:** AI is at the core of the development workflow. You will drive the majority of daily development using AI agents (e.g., Claude) to architect, write, and maintain clean, scalable software.
- **End-to-End Feature Ownership:** You transform high-level product ideas into production-ready features. You ask the right questions, define edge cases, and deliver without needing step-by-step guidance.
- **Core Platform & SaaS Infrastructure:** Work on vital ecosystem components, including e-commerce workflows, operational dashboard integrations, and system data synchronizations.
- **Architecture & Quality:** Ensure long-term stability and maintainability by applying solid design patterns, scalable system architectures, and engineering best practices.

JOB REQUIREMENTS

- **Experience:** Ideally 6–8+ years of professional software engineering experience.
- **Track Record:** A history of sustained tenure at previous roles (2–3+ years per role) to demonstrate understanding of the long-term impact of architectural decisions.
- **Tech Stack:** Strong foundation in software architecture and clean code. Experience with **Python** is a plus, but a strong, tech-agnostic engineering mindset is key.
- **Proactive Mindset:** High agency, strong communication skills, and a bias for action.
- **Commitment:** Looking for a full-time core role without side projects or external gig distractions.

TERMS & BENEFITS

- **Competitive Compensation:** €90,000 – €120,000 / €130,000 gross annual salary, depending on experience.
- **Equity / ESOP Program:** Stock option plan with a standard 1-year cliff and 4-year vesting schedule, offering a sliding scale between base cash and equity upside.
- **High Ownership & Agency:** Flat hierarchy with zero bureaucracy—if you see a problem, you have the backing to solve it.
- **Modern AI Tech Stack:** Heavy integration with cutting-edge AI agents and tools to build faster and smarter.
- **Hybrid Work Flexibility:** A minimum of **3 days/week on-site**

Interested? Contact me directly at d.gontha@haystackpeople.nl

Contact & solliciteren

Amsterdam

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