Backend Engineer

About Penelope.co

🔗: https://www.penelope.co

Penelope.co is a fin-tech startup reimagining 401(k)s to fix America's retirement problem. The founders are former Wall Street execs. Now, they are on a mission to create financial security for American workers. Think what Oscar did for health care insurance, Penelope is doing for the 401(k) industry. Penelope is built on a modern tech platform, cutting out the middleman and third-party fees, streamlining documents and simplifying investments to provide a simple, affordable frictionless experience.

*We are a young startup on a mission to fix retirement with three committed founders and a small, but experienced tech team divided over four different time zones. As we're ramping up our development efforts in order to ship our first product we're on the lookout for an exceptional **backend engineer** to join our rapidly expanding team of engineers. This is a great opportunity to join us at an early stage where lots of architectural and technical decisions have to be made that will shape the product for years to come!*

About the Role:

As a **backend engineer** in Penelope, we wish you are an autonomous and adventurous engineer that can thrive in a high paced startup environment. Collaborating cross functionality you are able to come up with maintainable, scalable and testable solutions for our business needs. Execute concepts and take it from idea to the product stage, effectively communicating and collaborating with teammates along the way! We have a challenging roadmap ahead, which includes a plethora of new features and integrations, which you will be a fundamental part of.

What you'll do:

- Build, deliver, deploy and test highly available backend services that help small businesses provide an affordable and easy to use 401k plan for clients' employees.
- Ensure our software is scalable, reliable, extensible, maintainable, secure and well-tested.
- Write sensible automated tests and have an appreciation for dependable continuous integration/continuous delivery practices.
- Know how to walk the fine line between clean code and shipping features.
- Strive to find simple solutions to complex problems and can contain yourself from over-engineering your solutions.

We wish you are:

- Have at least 4 years of experience as a senior software engineer at a tech company or startup. Our company uses Python on the backend but is open to candidates from any modern language on the server Ruby, Go, Javascript etc.
- Self-motivated, autonomous and driven. You'll happily collaborate with, mentor, and learn together from the other engineers on the team.
- You have a get-stuck-in, roll-up-your-sleeves attitude, thirst to learn and drive. Build a disruptive and innovative product!

Bonus Point:

- Experience with development in a fin-tech startup or financial organisation.
- Have deep knowledge of Python and Postgres (or any other SQL database)
- Any experience with Kubernetes (or any other form of container orchestration) is a big pro!
- Being comfortable working full stack and not afraid to dive into creating a couple React components on the frontend.
- Production experience with AWS deployments and cloud services is a plus.

What we offer:

- Competitive pay.
- Work from anywhere in the world.
- We provide a Macbook Pro for you to work on.
- Ample education budget for relevant courses.
- Flexible PTO provides employees to use paid time off based on what they need.
- An opportunity to contribute to the success of a startup on a mission.
- [Penelope.co] 401(k) plan provides you an opportunity to defer compensation for your long-term savings and includes a company match.