

Senior Backend Engineer

Backend

SMB

Enterprise

[Company Name] is seeking a Senior Backend Engineer to lead the design and development of our core platform services. You will architect systems that handle high throughput and complex business logic, mentor the backend team, and drive critical technical decisions. This role requires someone who thrives at the intersection of deep technical expertise and cross-team collaboration.

Key Responsibilities

- Architect and lead implementation of scalable, fault-tolerant backend systems and services
- Drive technical decisions on API design, data modeling, and service decomposition for the engineering organization
- Mentor backend engineers through hands-on guidance, code reviews, and design reviews
- Own the reliability and performance of critical production systems including SLOs, monitoring, and incident response
- Collaborate with product, data, and infrastructure teams to translate business requirements into technical solutions
- Lead efforts to reduce technical debt, improve system observability, and enhance developer productivity
- Write RFCs and technical design documents for complex system changes

Required Skills & Experience

- 5+ years of backend development experience with at least 2 years in a senior or staff-level role
- Expert-level proficiency in one or more backend languages (Java, Python, Go, Node.js, or Rust)
- Deep experience designing distributed systems including service communication, consistency models, and failure handling
- Advanced database skills including schema design for high-scale systems, partitioning strategies, and performance tuning
- Strong understanding of cloud architecture patterns (AWS, GCP, or Azure) and infrastructure-as-code
- Experience with event-driven architectures and asynchronous processing (Kafka, SQS, RabbitMQ)
- Proven ability to mentor engineers and drive technical standards across a team or organization
- Excellent communication skills for writing design docs and presenting technical proposals

Nice-to-Have

- Experience operating systems at significant scale (millions of requests per day or more)
- Background in domain-driven design or CQRS/event-sourcing patterns
- Knowledge of container orchestration (Kubernetes) and service mesh technologies
- Experience with database migration strategies for zero-downtime deployments
- Track record of improving engineering culture through guilds, tech talks, or open-source contributions

Tech Stack

What We Offer

- Top-of-market compensation including base salary, equity, and annual bonus
- Remote-first culture with flexible working hours and optional office access
- Premium health, dental, and vision insurance for you and your family
- Generous learning budget and 2 dedicated learning days per quarter
- 401(k) with company match and financial planning resources
- The opportunity to shape [\[Company Name\]](#)'s technical foundation and engineering culture

Interview Process

1. Recruiter screen (30 min) — background, compensation expectations, and role alignment
2. Hiring manager deep dive (60 min) — technical leadership experience, system design philosophy, and team fit
3. System design round (75 min) — design a backend system architecture for a real-world business scenario
4. Coding round (60 min) — implement a service component or debug and optimize existing code
5. Cross-functional round (45 min) — collaboration approach with product, frontend, and infrastructure teams
6. Final conversation with VP of Engineering and offer