

Senior Full-Stack Engineer

Full-Stack

Startup

SMB

Enterprise

We are looking for a Senior Full-Stack Engineer to own features end-to-end, from database schema to pixel-perfect UI. You will architect scalable systems, mentor teammates, and collaborate with product and design to ship high-impact features. This role requires deep expertise in both frontend and backend technologies and a track record of delivering production-grade software.

Key Responsibilities

- Design, build, and maintain features across the full application stack, from React/Next.js frontends to Node.js or Python backends
- Lead technical design reviews and make architectural decisions on data modeling, API contracts, and system integrations
- Mentor mid-level and junior engineers through code reviews, pair programming, and technical guidance
- Collaborate with product managers and designers to translate requirements into technical plans with clear milestones
- Identify and resolve performance bottlenecks, security vulnerabilities, and scalability issues across the stack
- Drive improvements to developer experience including CI/CD pipelines, testing frameworks, and observability tooling
- Contribute to technical roadmap planning and help prioritize engineering work alongside leadership

Required Skills & Experience

- 5+ years of professional software engineering experience across frontend and backend
- Strong proficiency in a modern frontend framework (React, Next.js, or Vue) and a backend language (Node.js/TypeScript, Python, or Go)
- Experience designing and building RESTful APIs and/or GraphQL services
- Solid understanding of relational databases (PostgreSQL, MySQL) and query optimization
- Hands-on experience with cloud platforms (AWS, GCP, or Azure) and containerization (Docker, Kubernetes)
- Track record of leading technical projects from inception to production
- Strong understanding of software design patterns, SOLID principles, and testing strategies
- Excellent communication skills with the ability to explain technical decisions to non-technical stakeholders

Nice-to-Have

- Experience with event-driven architectures or message queues (Kafka, RabbitMQ, SQS)
- Familiarity with infrastructure-as-code tools (Terraform, Pulumi, CDK)
- Prior experience in a tech lead or staff engineer role
- Contributions to open-source projects or technical blog posts

- Experience with real-time features (WebSockets, Server-Sent Events)

Tech Stack

React Next.js TypeScript Node.js PostgreSQL Redis Docker Kubernetes AWS GraphQL

Terraform GitHub Actions

What We Offer

- Competitive salary and equity package at [\[Company Name\]](#)
- Flexible remote or hybrid work arrangements
- Annual learning and development budget for conferences, courses, and certifications
- Comprehensive health, dental, and vision insurance
- Generous PTO policy and company-wide recharge days
- Opportunity to shape technical direction as an early senior hire at [\[Company Name\]](#)

Interview Process

1. Recruiter phone screen (30 min) — culture fit, role expectations, and compensation alignment
2. Technical phone interview (60 min) — system design discussion and coding problem
3. Full-stack take-home project (3-4 hours) — build a small feature touching frontend, backend, and database
4. On-site or virtual loop (3 hours) — deep-dive system design, code review exercise, and team collaboration session
5. Hiring manager conversation (45 min) — leadership style, career goals, and mutual fit
6. Reference checks and offer