




## Senior AI Engineer

### Ethos Systems

 *Location: Remote (U.S. only), preferably Pacific Time Zone*

#### About Ethos

Ethos' mission is to help organizations close the human readiness gap. How do organizations ensure that the skills of their mission-critical workforce evolve to keep up with the evolution of technology in their respective industries? We do this by transforming how training is developed, consumed, and aligned to the strategic outcomes for each business. As a Series A startup (\$40M+ raised), we are a trusted mission partner to the most demanding customers in the world. Ethos serves over 150 enterprise customers across the U.S. military, life sciences, manufacturing, supply chain and professional sports industries.

As we expand, we're investing in AI to make learning smarter, faster, and more optimized. We're looking for a highly experienced, product-minded **AI Engineer** to help us bring powerful LLM-driven features to life.

#### About the Role

We are putting artificial intelligence at the core of everything we do. Our goal is to transform the experience for everyone that uses our platform to drive human readiness - from the content developer, to the administrator, the learner, the analyst and the organizational leader. We are looking for a senior AI engineer to join a small team to drive our work around artificial intelligence and agentic AI. In this role, you will play both a leadership role in shaping our AI strategy and roadmap as well as a key role in designing and implementing the AI capabilities. The ideal candidate has built enterprise ready Agentic AI solutions and has experience with the entire stack - from the experience to the infrastructure. You'll bring insights on design, implementation, deployment and operation. You are customer centric and thrive in an agile, fast paced environment.

---

#### What You'll Do

- Design, build, and own end-to-end LLM features—from retrieval-augmented generation pipelines and custom fine-tuning through to real-time inference, monitoring, and continuous evaluation—delivering measurable improvements in learning outcomes and product engagement
  - Evaluate and fine-tune open-source and proprietary models to optimize output quality, latency, and cost.
  - Provide leadership in the design and implementation of agentic and MCP architectures to provide best-in-class implementations of our AI solutions.
  - Collaborate with design, product, and engineering to drive a best-in-class user experience for AI-driven transformational readiness, build MVPs and convert them into scalable, production-grade features.
  - Build infrastructure to support inference, retrieval, and evaluation of model performance in real-time.
  - Establish and maintain best practices for AI model monitoring, performance optimization, and scale.
  - Mentor and provide technical guidance to junior AI engineers, contributing to the team's growth and fostering a culture of innovation and excellence.
- 

## **Basic Qualifications**

- 3+ years of experience in software engineering with a strong focus on AI/ML, RAG, agentic AI, and MCPs.
- Proficiency in Python and experience working with LLMs, embeddings, and prompt engineering
- Comfort navigating a fast-paced startup environment with ownership and autonomy
- Product-minded: you think in user stories, not just technical specs; you have a desire to understand our users and their use cases.
- Experience with LangChain, LangGraph, Pinecone, Weaviate, or similar tools.
- Experience integrating AI features into customer-facing products
- Experience with MLOps practices and tools for model versioning, deployment, monitoring, and lifecycle management.

- Excellent communication and collaboration skills across cross-functional teams

### **Preferred Qualifications**

- Experience working with DoD customers
  - Experience designing and deploying in constrained or classified environments (e.g., DoD networks)
  - Familiarity with building and deploying to secure architectures, air-gapped systems and government compliance requirements (IL4/IL5, Platform One, RMF)
- 

### **Compensation**

As a mission-driven start-up, Ethos seeks to compensate employees competitively while providing significant upside with equity. Benefits include subsidized health insurance (One Medical+Vision+Dental included), 401k, life insurance and cell phone stipend.

### **A note on what we're looking for**

Don't meet every single requirement? Studies have shown that women and people of color are less likely to apply for jobs unless they meet every single qualification. At Ethos, we are dedicated to building a diverse, inclusive and authentic workplace, so if you're excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles.

**Interested applicants should email a cover letter and resume to [epd-hiring@ethosystems.com](mailto:epd-hiring@ethosystems.com)**