




Senior Backend 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 our engineering team to evolve a best in class platform that makes learning smarter, faster, and more optimized. We're looking for a highly experienced, product-minded **Backend Engineer** to help us bring powerful capabilities to life at scale.

About the Role

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 have an AI first mindset and are looking to infuse AI into everything that we do. We are looking for a senior backend engineer to join our team to drive our work through the design and delivery of enterprise quality, scalable capabilities that support a best in class user experience. In this role, you will design and deliver critical capabilities and play a leadership role to lead our squads by providing experienced insight into best practices for design and building enterprise quality software. The ideal candidate has built enterprise ready solutions and has experience with the entire stack - from the experience to the infrastructure. You have experience working with the integration of AI and generative AI into your solutions. 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 backend/server support for end-to-end features. You will be responsible for the entire process - engaging with product management, user experience, and our front end engineering to understand feature requirements, design and document solution specifications, collaborate with others to implement the feature, communicate test cases to QA and support/resolve issues.
- Evaluate technical approaches to problems including potential third party solutions.
- Provide leadership for the backend engineering team in the design and implementation of capabilities through the review of technical specifications and code reviews of solutions.
- Support the model of continuous improvement through refactoring and the creation of infrastructure to efficiently deploy and support features.
- Establish and maintain best practices for server design and development, particularly around system design, performance, scalability, exception handling and monitoring/code hygiene.
- Mentor and provide technical guidance to junior 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 delivering enterprise scale server side solutions.
- Building and shipping high performance and scalable Microservices, solid understanding of distributed systems
- Proficiency in Golang, Java and PHP; experience with API development in REST architecture with RDBMS as data store
- Experience with container technologies like Docker, Kubernetes, Messaging systems like RabbitMQ, KAFKA
- 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 best practices and tools for system design, code structure, performance, scalability and code quality.
- Excellent communication and collaboration skills across cross-functional teams

Preferred Qualifications

- 1+ years of experience working with AI technologies, such as Generative AI, machine learning, RAG, agentic AI, and MCPs.
 - Experience working with LLMs, embeddings, and prompt engineering
 - Experience with GraphQL.
 - 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)
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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**