



Lead Engineer

ABOUT SPEKTRUM LABS

Most companies rely on audits and self-reported claims to show they're secure. It's slow, outdated, and hard to trust.

We replace that with continuous, real-time proof. Our platform uses AI and cryptography to validate security controls and issue Cyber Resilience Tokens™- tamper-proof evidence that systems are actually working as intended. Tokens are then used to automate third party trust use cases such as insurability and compliance through our Spektrum Network™ partners.

We launched out of stealth with the first platform designed to deliver immutable, cryptographic proof of cyber resilience, and have raised \$10M to bring it to market. [Read more ↗](#)

Today, our technology connects fragmented security, backup, and insurance systems, turning scattered signals into a single, verifiable source of truth.

[Read more ↗](#)

We're bringing cybersecurity, compliance, and insurance into one system, helping companies reduce risk, lower insurance costs, and move faster with confidence. [Read more ↗](#)

We're a small, high-caliber team solving hard problems with real-world impact. If that's your kind of work, we should talk.

TECHNICALLY, WE OPERATE AT THE INTERSECTION OF:

- Agentic AI systems for continuous control validation and orchestration
- Applied cryptography including zero-knowledge and proof-based architectures
- Distributed systems design for generating and verifying tamper-resistant records at scale



THE ROLE

We're looking for a Lead Engineer to help us scale the Spektrum platform as the product and customer base grow.

This is a hands-on individual contributor role for someone who enjoys being close to the code and taking ownership of difficult technical problems. You'll be designing, building, reviewing, and improving software while also helping the team make sound architectural decisions.

We have a working product, active customers, and a lot we want to build. The next challenge is making sure the platform can grow with us without becoming harder to maintain, slower to change, or less reliable.

You'll play a key role in evolving the architecture, improving reliability and performance, and helping us build stronger engineering practices as the team grows. This is not a people management role. You'll lead through the quality of your work, your technical judgment, and your ability to help others solve hard problems.



What you'll do:

- Own major technical initiatives across the Spektrum platform.
- Design and build systems that are reliable, secure, scalable, and maintainable.
- Identify areas of the architecture or codebase that could become bottlenecks as we grow, and help fix them.
- Make practical technical decisions that balance what we need now with where the platform is headed.
- Stay hands-on by writing code, reviewing pull requests, debugging issues, and shipping product.
- Help establish engineering patterns and standards that make the codebase easier to work in.
- Improve performance, observability, testing, reliability, and deployment practices.
- Help break down complex technical problems into clear, workable solutions.
- Work closely with Product and company leadership to turn customer and product needs into technical solutions.
- Evaluate new technologies with a practical lens and introduce them when they solve a real problem.
- Help shape how intelligent automation and newer AI capabilities fit into the platform where they add value.
- Support other engineers through code reviews, design discussions, and day-to-day technical problem-solving.



WHO YOU ARE

You're comfortable thinking about architecture, but you're equally comfortable getting into the code and making things work.

Our platform lives or dies on the reliability of its integrations and the integrity of its evidence — so we care less about buzzwords and more about whether you've built systems where correctness genuinely mattered.

You'll likely have:

- Strong experience building, operating, and scaling production SaaS — including inheriting an evolving codebase and making good calls about what to change and what to leave alone.
- Deep experience with integration-heavy systems: building and maintaining connections to many third-party APIs with wildly different auth flows (OAuth2, API keys, signed requests), rate limits, pagination schemes, and failure modes — and designing them to degrade gracefully rather than silently.
- Experience with data pipelines and asynchronous, scheduled processing: normalizing messy, heterogeneous API responses into consistent, well-modeled results that run reliably every day without a human watching.
- A strong instinct for correctness and auditability. Our customers rely on our output as evidence, so idempotency, deterministic transformations, append-only data models, and knowing exactly why a result was produced matter more here than raw throughput.
- Real fluency in application security and secure engineering practices — least-privilege credential handling, secrets management, tenant isolation — and comfort operating in a SOC 2 environment where you may be building the very controls we prove to customers.
- Solid backend and distributed-systems fundamentals: APIs, data modeling, queues and schedulers, observability, and testing strategies that catch integration drift before customers do.
- Experience with cloud infrastructure and modern deployment practices, and the judgment to improve architecture incrementally while continuing to ship.
- Strong communication skills — you can explain a technical tradeoff to an engineer, a product lead, or a customer's security reviewer, and adjust accordingly.
- Comfort in a startup where priorities shift, ambiguity is normal, and engineers are trusted to use judgment.



OUR TECHNOLOGY

Spektrum is a cloud-based platform that integrates data from across a customer's security environment and uses that data to continuously evaluate cyber resilience.

This role will work across our application architecture, data and integration layers, cloud infrastructure, and newer areas of the product as we continue to evolve the platform.

We care less about whether you've worked with every tool in our stack and more about whether you have strong fundamentals, can get up to speed quickly, and know how to make a growing system better.

Experience with modern backend development, cloud-native systems, APIs and integrations, data-intensive applications, and AI-enabled products is useful, but we're not looking for a checklist match.

WHAT SUCCESS
LOOKS LIKE

In your first few months, you'll get deeply familiar with the Spektrum platform and become someone the team trusts on difficult technical decisions.

Over time we'd expect you to:

- Remove technical and architectural bottlenecks that make it harder for us to scale.
- Improve the reliability and performance of the platform.
- Help the team move faster without lowering the quality bar.
- Make the codebase easier to understand and easier to change.
- Put stronger technical patterns and guardrails in place as the team grows.
- Lead complex technical work from initial design through production.
- Help us make thoughtful choices about where automation and AI actually improve the product.
- Raise the technical bar through your own work and the way you work with the rest of the team.



You'll thrive here if:

- You like building more than managing.
- You have strong opinions about engineering, but you're practical about when and how to apply them.
- You enjoy simplifying complicated systems.
- You're comfortable making decisions without having every answer upfront.
- You care about whether what you build works well for customers, not just whether the architecture looks good on paper.
- And when you see something that could be better, you'd rather help fix it than work around it.

Why Spektrum?

You'll be joining at a stage where your technical decisions can have a real impact on the product and on how the engineering team works.

You'll get meaningful ownership, work on hard problems across cybersecurity, data, automation, and software infrastructure, and help build the technical foundation for Spektrum's next stage of growth.

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