Front-end Engineer

Team: Engineering
Reports to: Head of Engineering
Location: Hybrid. London office minimum 2 days / week
Employment: Full-time, permanent

About TrueRights

Creators and talent should have control over how their work and identity are used, and be fairly rewarded for the value they create. Yet navigating content rights, licensing and permissions remains unnecessarily complex, especially as AI transforms the creative industry.

TrueRights is changing that.

We help creators and talent control, protect and monetise their content and likeness. Through our platform, creators can manage deals, monitor content usage, set AI permissions and unlock new commercial opportunities through our marketplaces and integrations.

We're an early-stage seed-funded company with ambitious plans, building at the intersection of creativity, technology and rights. We're looking for exceptional people who want to help shape what comes next.

The Role

We're looking for a talented, hands-on Front-end Engineer who takes pride in building beautifully crafted, high-performing digital products.

You'll work closely with Product Design, Product Management and Engineering to turn ambitious ideas into intuitive, responsive and delightful experiences. You'll play a key role in shaping how our products are built, from thoughtful interactions and reusable components to the architecture that supports our growth.

This is an opportunity to influence our front-end foundations, champion engineering quality and help create products that set a high standard for usability, performance and design.

We're looking for someone who combines strong technical skills with a genuine appreciation for great design. Someone who cares about the details, enjoys solving

complex challenges and knows how to balance speed, quality and long-term maintainability.

What You'll Do

- **Build exceptional product experiences.** Translate designs into polished, responsive and accessible interfaces, with meticulous attention to detail, interactions and performance. Optimise every experience for both mobile and web.
- **Champion component-driven development.** Build reusable, maintainable components and contribute to scalable front-end architecture and design systems that ensure consistency across our products.
- **Collaborate across disciplines.** Work closely with Product Designers to bring experiences to life, partnering with Product Management and Engineering to shape solutions, challenge assumptions and make thoughtful technical decisions.
- **Deliver with speed and quality.** Write clean, reliable and well-tested code, balancing rapid iteration with performance, accessibility and long-term maintainability.
- **Build AI-native features.** Bring AI into the interface, such as streaming responses, and use AI tools like Claude Code day to day to build faster.
- **Help shape how we build.** Contribute to engineering standards, development practices and technical decisions, collaborating effectively with engineers working across different locations and time zones.

What We're Looking For

- **Proven front-end experience.** 4+ years building high-quality web applications using modern technologies, including React, Next.js, TypeScript and Tailwind, deployed on Vercel, with strong foundations in HTML, CSS and JavaScript.
- **Exceptional attention to detail.** A genuine appreciation for great product design, with the ability to translate sophisticated interfaces, interactions and responsive layouts into high-quality experiences.
- **Strong engineering fundamentals.** Experienced with modern front-end architecture, reusable component libraries, design systems, API integrations (including social platform APIs and payments such as Stripe), testing and performance optimisation.
- **Collaborative product thinking.** Comfortable working closely with Product Design and cross-functional teams, communicating technical decisions and collaborating effectively with remote and distributed engineers.
- **Ownership and a startup mindset.** Proactive, adaptable and pragmatic. You enjoy solving problems, learning new technologies and taking responsibility for delivering excellent products in a fast-moving environment.

- **Domain experience (a plus).** Experience in the creator economy or generative AI.

What you'll get:

- A competitive salary depending on experience
- 25 days annual leave
- 10 days 'work from anywhere'
- Professional development opportunities
- Laptop provided upon request
- The opportunity to directly influence how talent intellectual property is managed, licensed, and protected in the age of generative AI
- A meaningful seat at the table during a pivotal stage of our company's growth
- A supportive, ambitious environment with room to grow and lead
- Exposure to leading global brands, world-class talent, and major industry partners
- Hybrid working with a central London base
- The chance to do career-defining work at the intersection of influence, creativity, and AI

Everyone is welcome

We believe great products are built by people with different backgrounds, experiences and perspectives. We're committed to creating an inclusive environment where everyone feels valued, respected and empowered to do their best work.

If you're excited about this opportunity but don't meet every requirement, we'd still love to hear from you. We value potential, curiosity and fresh perspectives just as much as experience.

If you need any adjustments during the recruitment process, please let us know.

To apply, send your CV and a short introductory note to careers@truerights.com.