

Founding Engineer

Location	Berlin
Employment Type	Full-time
Location Type	On-site
Level	Mid-Senior Level
Compensation	€90k-€120k

The Opportunity

- Up to 60% of inpatient cases in Germany could be treated in an outpatient setting - at lower cost and often with equal or better outcomes. We're building the system that makes that the new default.
- Hospital care in Germany is under structural strain. Two thirds of hospitals operate at a loss, most are stretched in staff, beds, and budgets. Meanwhile, modern surgery has moved on - many procedures that still mean an overnight stay no longer medically require one. The result: patients stay longer than they need to, infrastructure carries avoidable load, and the system absorbs costs it could avoid.
- We're building a new generation of ambulatory surgery centres in Germany to change this. Software-driven from day one. Designed to get people back to their lives faster, and to make outpatient surgery the default - not the exception.
- Our ambition: 1M+ outpatient surgeries per year, through our operated centres.
- Our leadership team has built and scaled 5+ successful ventures, we're backed by top tech and healthcare investors, and with multiple clinical partners onboard we're ready to move fast.

The Role

- You take technical ownership of our core platform - the orchestration engine that sits on top of existing clinic stacks and coordinates the entire care pathway end to end patient intake, surgery, recovery, and daily operations. It connects digital patient journeys, on-site infrastructure, and a unified data layer into a production-grade system.
- Greenfield. Built to work reliably when a surgeon is standing in the operating room. Built to scale across 100+ clinics.

What this Offers:

- First engineering hire. Clear path to building, shaping, and leading the engineering organisation alongside the CPTO. Define a mission-critical system from the ground up.
- Real ownership from day 1. You shape the architecture, build the core system, and ensure it behaves reliably in real clinic environments - working directly with medical and operational partners. Expect to split time between the terminal and hands-on field research in and out of the ordinary.
- Technical freedom by design. Strong first hypothesis on the stack (TypeScript end-to-end, Python for the ML engine), but the final setup is intentionally open and co-shaped with you.
- Full-stack in the truest sense. Building and operating physical clinics - harder than a pure software play, but far more impactful.

Tech Search Pros is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

- Small, top-tier, high-trust team. Work side by side with the CPTO (serial tech founder, YCombinator alum, ex-McKinsey) and an experienced founder duo that has scaled multiple ventures to 400+ employees.

What you Bring:

Essential

- Production systems built and operated with meaningful usage.
- Strong full-stack skills and architectural judgment which outlasts the next sprint.
- A strong pull toward learning - trajectory matters more than credentials.
- Ability to turn complex, real-world requirements into working software.
- Structured thinking, clear communication, and comfort working with non-technical stakeholders.
- High ownership, reliability, and a bias toward shipping with fast feedback loops.
- German and professional English required.

Bonus

- Hands-on experience building AI/ML systems.
- Prior experience with sensitive data or regulated environments where compliance is a design constraint, not an afterthought.
- Healthcare or healthtech background.

Benefits

- Attractive compensation with meaningful equity upside.