

Staff Back End Engineer

Location United States (remote)

Employment Type Full-time

Level Mid-Senior Level

Compensation \$160k-\$250k

About the Client Company

Insurance is a \$7T global industry built on professional labor: underwriting, claims, pricing, operations, and distribution. The client company Kalepa is building AI that can perform that work - professional-grade systems for insurers that read, reason, decide, and act inside real workflows over long time horizons.

They start by augmenting professionals with the tools to succeed at their jobs. That earns us the right to learn from real decisions, capture decision traces, and automate what can be automated successfully over time.

Their products are already in production with leading insurers, driving measurable outcomes and expanding across functions. The opportunity is far broader than any single workflow - we're building the AI operating system for decision-making across insurance.

They're backed by leading investors, and their team brings experience from Facebook, Palantir, Google, Amazon, McKinsey, Mastercard, and Uber.

The Role

Kalepa is looking for strong backend engineers who love building reliable systems around fragmented, high-value data. As part of the Core Backend team, you'll work on the systems at the center of the business - designing services, data models, pipelines, and evaluation loops. The goal isn't just cleaner data, but an intelligence layer that makes better, faster, and more explainable decisions.

You'll join a high-ownership team responsible for some of the company's most business-critical infrastructure. Your work will make our data more complete, decisions more transparent, and products even more valuable.

What you Bring

- 8+ years of software engineering experience
- Hustle and grit - excellent at your craft and relentless in pursuing it
- Full ownership of your work, driving projects to completion with minimal oversight
- Proactive communication - surfacing blockers, asking the right questions, keeping stakeholders in the loop
- Comfort with experimentation - testing ideas, measuring results, iterating quickly on problems no one has solved before
- Strong fundamentals in system design, debugging, and problem-solving
- Python (our main stack), though we're open to strong candidates from other OO backgrounds

- Experience with serverless technologies (Lambda, EC2), asynchronous workflows, and cloud environments
- Comfort with relational databases, ideally PostgreSQL
- Bonus: experience with LLMs/generative AI, distributed systems

What you'll Get

- Competitive salary based on experience level
- Significant equity options package
- Work with an ambitious, smart, global, and fun team transforming a \$7T global industry
- 20 days of PTO a year
- Global team offsites
- Healthy living/gym stipend, mobile phone bill stipend
- Continuing education credits

Values

- Hustle and Determination - we take full ownership of our craft and relentlessly pursue excellence with speed and determination
- Deliver Customer Impact - every decision is measured against whether it helps insurers make better decisions
- Meritocracy - a high bar, with excellence rewarded by rapid growth
- Transparency - honest, direct communication; we challenge ideas, not people
- Experiment Relentlessly - test quickly, measure rigorously, iterate until we find the path forward