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Founding Engineer

Probook AI

ID: SRN2025-10577

**Founding Engineer**

Probook AI • Full Time • New

York City, NY • On-site •

\$175k - \$250k + Equity

About the Company:

Probook AI is revolutionizing the \$700B home services industry (plumbing, HVAC, electrical) with AI-powered dispatching software. By automating job-matching, Probook significantly boosts efficiency and profitability for businesses. With a fully bootstrapped team, Probook has skyrocketed to \$4M ARR within just six months, maintaining zero customer churn.

With a recent strategic investment from a top Silicon Valley VC, Probook's vision is clear: dominate dispatching, reach \$20M ARR by year-end, and become a \$100B company. The biggest challenge now? Execution. That's where you come in.

Roles and Responsibilities:

- AI Product Development – Own and ship AI-powered features, spending 70% of your time on AI-driven development and 30% on general product engineering.
- Rapid Prototyping & Deployment – Work alongside CTO Lewis to build, iterate, and launch AI applications at breakneck speed. Expect to ship features on day one.
- Full-Stack Engineering – Develop across Python, TypeScript, React, AWS, and GCP to build high-performance AI applications.
- System Design & Scalability – Architect robust, scalable systems to tackle real-world dispatching challenges in the home services industry.
- Edge Case Mastery – Proactively anticipate and resolve complex business logic issues, ensuring seamless AI automation.
- Technical Leadership – Help shape the engineering culture and lay the groundwork for Probook AI's future team.

Job Requirements:

- 5+ years of experience in full-stack product engineering, preferably at a fast-growing startup, AI/ML company, or as a past founder/founding engineer.
- Exceptional Technical Ability – Can internalize a codebase with complex business logic and edge cases extremely fast.
- Proven AI Expertise – Has built and owned AI features end-to-end, ideally in the last 12 months.
- Startup & Execution Experience – Has been part of an early-stage startup, understands fast iteration cycles, and has shipped products quickly.
- Competitive Background – Has achieved something extraordinary in high school/college (e.g., IOI, USACO Platinum, ACM, AIME, CodeJam, top hackathons).
- Education – Graduated from a top-tier school (Harvard, Stanford, MIT, Caltech, UoT, Waterloo, Berkeley, etc.) or a highly competitive high

school (Harker, TJHSST, etc.).

- Fast Thinker & Coder – Moves fast, types fast, and thinks ahead to anticipate bugs and handle edge cases.
- Relentless Work Ethic – Willing to commit 80-100 hours per week during Probook's initial hypergrowth phase.
- High Confidence, Low Ego – Can take ownership, work autonomously, and contribute meaningfully to the team.

✗ Do NOT Apply If You:

- Require visa sponsorship (H1B, TN, etc.).
- Have a history of frequent short tenures (job hopping <2 years consistently).
- Have only worked in Big Tech or quant firms (Uber, Intel, HRT, etc.) without startup experience.
- Come from an IT consulting background (Infosys, Tata, Capgemini, Cognizant, Wipro, etc.).
- Graduated from a coding bootcamp (Full Stack Academy, Hack Reactor, etc.).
- Relied primarily on AI coding tools rather than manual coding and optimization.
- Aren't willing to relocate to NYC (on-site, 7 days a week, 80-100 hours per week).
- Are purely research-oriented without significant product engineering experience.

Interview Process

1. Intro Call (30 min) – Background discussion and opportunity overview.
2. Technical Screen (60-90 min) – Coding, past projects, and system design.
3. Candidate Deep Dive (1-day project) – Build an AI MVP to assess end-to-end development capability.
 - a. *Optional for elite candidates* (e.g., IOI medalists, founding engineers at top startups, top GitHub contributors).
4. Industry Context Homework (2-3 hours) – Understand the home services industry and Probook's product-market fit.
5. Culture Screen (30 min) – Meet a team member for alignment.
6. In-Person Work Trial (2 days in NYC) – Paid trial to experience working with the team. Travel expenses covered.
7. Offer Extended – Competitive salary & equity, high-impact role.