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Senior Full Stack Software Engineer

Instrumentl

ID: SRN2025-10252

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Instrumentl • Full Time • San Francisco, CA • Remote • $145k–$195k + Equity

About the Company:
Instrumentl is a high-growth, mission-driven SaaS platform revolutionizing nonprofit fundraising. We serve over 4,000 customers—including the San Diego Zoo, University of Alaska, and countless local nonprofits—by helping them discover, track, and manage grants. Backed by Y Combinator (YC S16), we've doubled revenue year-over-year, are cash-flow positive, and maintain an exceptional NPS of 65+.

We recently launched an AI-powered grant writing assistant to rave reviews—and we're just getting started. Now we're expanding AI capabilities across our entire platform. If you want to build product experiences that directly help world-changing organizations succeed, this is your moment.

Roles and Responsibilities:
As a Senior Full Stack Software Engineer, you'll be a core contributor to Instrumentl's product roadmap, AI integration, and technical vision. You'll work cross-functionally with product, design, content, and support teams to bring bold ideas to life and deliver meaningful outcomes for our customers.

You will:
- Build, operate, and scale high-impact features across our product and internal tooling.
- Develop modern, responsive frontends and reliable backends—owning projects from concept through deployment.
- Integrate AI/LLM capabilities to augment and automate key user workflows.
- Design robust, scalable systems using Ruby on Rails, PostgreSQL, and modern JavaScript frameworks.
- Improve developer experience through thoughtful architecture and tooling.
- Collaborate across departments to solve user problems holistically—not just code in isolation.
- Continuously drive improvement in code quality, performance, and team collaboration.
- Mentor fellow engineers and uphold a high engineering bar.

Job Requirements:
- 5+ years of professional experience in full stack software development.
- Advanced proficiency in Ruby on Rails and modern JavaScript (React, Hotwire, or similar).
- Experience designing and optimizing PostgreSQL databases and queries.
- Proven track record of integrating AI/LLMs into production applications.

- History of owning end-to-end feature development in a fast-paced startup environment.
- Excellent written and asynchronous communication skills.
- Prior experience at Series A/B startups; YC background strongly preferred.
- Bonus: Experience in mission-driven or nonprofit-focused tech is a plus.

❌ **Do NOT Apply If You:**
- Require visa sponsorship (H1B, TN, etc.).
- Have a history of frequent short tenures (job hopping).
- Have only worked in big corporations (e.g., Uber, Intel) without startup exposure.
- Come from an IT consulting background (e.g., Infosys, Tata, Capgemini, Cognizant, Wipro).
- Graduated from coding bootcamps (Fullstack Academy, Hack Reactor, etc.).
- Have fake or misrepresented profiles.
- Are uncomfortable owning features from idea to production.
- Prefer highly structured environments over fast-moving teams.

Interview Process
1. Intro Call (30 min) – Engineering screening via Paraform
2. Take-Home Exercise – Realistic coding challenge (time-boxed)
3. Hiring Manager Interview – Deep dive into your experience and fit
4. Virtual On-site – Technical and product interviews with the team
5. Leadership Interview – Culture and values alignment
6. Reference Check – Final step before offer