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Senior Backend Engineer
Motion
ID: SRN2025-10555

Senior Backend Engineer
Motion • Full Time • Remote
(US / Canada) • Remote •
 $250K - $275K USD

About the Company:
Motion is a rapidly growing startup that recently raised $30M in Series B funding. The company has doubled its customer base and headcount in 2024, growing to nearly 60 employees. Motion provides a command center for Creative Strategists, bridging the gap between performance marketers and creative teams. Their platform integrates creative analytics, research, and strategy, and serves top eCommerce and DTC brands like Vuori, True Classic, and The Farmer's Dog.

Roles and Responsibilities:
- Design and build high-quality, scalable backend APIs and services using Node.js and TypeScript.
- Develop and optimize system integrations, particularly with Meta API and asynchronous message queue systems.
- Implement AI-powered workflows, leveraging OpenAI SDK or similar AI/ML services.
- Enhance data management, working with MongoDB or similar document-based databases, ensuring efficiency in data modeling and ETL processes.
- Deploy and maintain cloud infrastructure, working with AWS or similar cloud platforms, including containerization and CI/CD pipelines.
- Ensure high-performance data processing through scalable backend services and real-time system architecture.
- Collaborate cross-functionally with product, engineering, and leadership teams to enhance platform capabilities.
- Contribute to strategic initiatives, helping the company scale its platform and AI-driven features from 1 to 100.
- Mentor junior engineers, sharing best practices and improving engineering excellence.

Job Requirements:
- 10+ years of experience building and maintaining large-scale software applications.
- Deep expertise in backend API development using Node.js and TypeScript.
- Proven experience scaling systems from "1 to 100" in fast-moving, resource-constrained environments.
- Must-have experience with SaaS platforms.
- Strong system integration experience, particularly API integrations (Meta API) and message queue systems.
- Experience with AI-powered features or products, implementing AI/ML in software development.
- Proficiency in data management, working with MongoDB or similar databases, and optimizing ETL processes.

- Cloud infrastructure experience, including AWS, containerization, and CI/CD pipelines.
- Demonstrated success in a remote startup environment, thriving in high-growth, fast-paced settings.
- AdTech industry experience is a significant plus.
- Ability to work effectively in Eastern Time Zone hours (West Coast candidates must be willing to start early).
- Academic background from top-tier CS programs (e.g., MIT, CMU, Stanford, Waterloo, etc.) is preferred

Salary:
- **Senior Level:** CA$190k - CA$225k (for Canada)
- **Staff Level:** Up to $250K - $275K USD (for candidates in tier-one US cities)

❌ **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 (Uber, Intel, etc.) without startup experience.
- Come from an IT consulting background (Infosys, Tata, Capgemini, Cognizant, Wipro, etc.).
- Graduated from coding bootcamps (Full Stack Academy, Hack Reactor, etc.).
- Have fake or misrepresented profiles.

Interview Process
1. Initial Screen: 30-minute culture and technical fit interview.
2. Technical Team Introduction: Deeper technical discussions.
3. Technical Evaluation: Candidates can present a past project or engage in a live discussion.
4. CEO Interview: Final culture and vision alignment interview.
5. Offer Extended.