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Product Engineer, Platform

Pocus

ID: SRN2025-10198

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Pocus • Full Time • San Francisco Bay Area, New York City Only • Hybrid • \$180k - \$230k Base + Equity

About the Company:

Pocus is a leader in AI-native prospecting, empowering modern GTM (Go-To-Market) teams to create highly efficient and scalable sales engines. The company is trusted by hypergrowth organizations such as Asana, Monday.com, Canva, and Miro, providing AI-driven automation to streamline sales prospecting. By leveraging always-on AI agents, Pocus delivers real-time insights, suggested actions, and auto-generated account plans to optimize sales workflows and drive revenue growth.

Backed by \$23M in funding from top-tier investors, including First Round and Coatue, and supported by industry veterans from Zoom, OpenAI, and Adobe, Pocus is redefining outbound sales. Operating as a fast-moving, remote-first startup with hubs in San Francisco and New York City, Pocus offers a dynamic environment for those eager to shape the future of AI-driven sales automation.

Roles and Responsibilities:

As a Product Engineer on the Platform team, you will play a pivotal role in building Pocus' distributed backend systems and AI-powered infrastructure. You will work directly on the core agent-based platform that supports real-time prospecting, data ingestion, and high-scale system orchestration.

You will:

- Design and scale highly available, cloud-native distributed systems that process massive volumes of structured and semi-structured data.
- Develop and enhance critical platform components, including data ingestion pipelines, transformation workflows, a custom query engine, and AI-driven orchestration.
- Own complex backend challenges from end to end, ensuring high reliability, scalability, and performance.
- Collaborate cross-functionally with AI/ML engineers, data engineers, and product teams to integrate AI-driven insights into customer workflows.
- Maintain strong engineering rigor, ensuring high-quality code, thorough testing, and comprehensive documentation.
- Influence engineering culture, mentoring junior engineers and contributing to the company's long-term technical vision.

Job Requirements:

- 5–9 years of experience building and scaling backend systems in production, with a focus on high-scale, cloud-native, and data-intensive environments.
- Deep expertise in at least one modern backend language such as Go, Rust, Scala, Java, C++, or Kotlin.

- Strong foundation in distributed systems, including experience optimizing data ingestion, transformation, and querying workflows.
- Demonstrated track record of rapid career progression (e.g., SWE I → SWE II → Senior Engineer within a few years).
- Proven experience building backend systems from scratch, rather than maintaining legacy systems.
- Cloud experience is required (AWS, GCP, or Azure).
- Must be based in the San Francisco Bay Area or NYC metro (hybrid work environment required).
- Must be authorized to work in the U.S. without requiring visa sponsorship.

✗ Do NOT Apply If You:

- Require visa sponsorship (H1B, TN, OPT, etc.).
- Have a history of frequent job changes (job hopping).
- Have only worked at large corporations (e.g., Uber, Intel) 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.
- Have only worked on frontend technologies (React, JS, Ruby, etc.) or solo/side projects.
- Lack real-world experience tackling high-scale backend challenges.

Interview Process

1. Initial Screen – Quick alignment on experience and expectations.
2. Take-home Exercise – A hands-on problem reflecting our day-to-day challenges.
3. Technical Deep Dive – 3 × 45-min interviews focused on architecture, systems design, and problem-solving.
4. Career Deep Dive – 2 × 45-min interviews to understand your growth and impact in past roles.
5. Final Onsite (In-Person) – Team alignment, culture fit, and final decision.
6. References + Offer – Final checks and formal offer extension.