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Software Engineer, Product

Pocus
ID: SRN2025-10199

Software Engineer, Product

Pocus • Full Time • San Francisco, CA / New York City, NY • Hybrid • $120k - $230k + Equity

About the Company:

Pocus is an AI-native prospecting platform that transforms how modern GTM teams drive pipeline and revenue. By automating the manual, tedious aspects of prospecting, Pocus enables every sales rep to perform at a 10x level — closing more deals, faster. Backed by First Round, Coatue, and executives from OpenAI, Adobe, and Zoom, our customers include industry leaders like Canva, Miro, Monday, and Asana.

Pocus AI agents power nearly half a billion in pipeline per quarter for customers by handling everything from research to generating account plans and recommending next-best actions. We're at a pivotal moment in growth and looking for product-minded engineers ready to build transformative software.

Roles and Responsibilities:

- Build highly reliable, scalable, and extensible fullstack web applications that power mission-critical workflows for top-tier B2B companies.
- Collaborate directly with Product, Design, and end-users to ship features that make a real impact.
- Take full ownership of initiatives — from architecture and implementation to launch and iteration.
- Shape the engineering culture, processes, and best practices as we scale — including testing, code review, developer tooling, and documentation.
- Influence product and technical strategy in a fast-paced, high-growth startup environment.
- Be a hands-on contributor and thought partner within a small, nimble, and ambitious product engineering team.
- Stay close to the customer, constantly iterating based on usage, feedback, and real-world outcomes.

Job Requirements:

- 5–10 years of experience building web applications at modern SaaS companies.
- Demonstrated career progression — promotions, increasing technical ownership, and ability to take on broader scope.
- A strong product sense with the ability to independently drive features from problem definition to shipped solution.
- Deep experience in the React ecosystem and comfort working across the stack (we use TypeScript, NestJS, GraphQL, and LLMs).
- Proven fullstack capabilities — frontend + backend — not specialized in just one layer.
- Prior experience at at least one early-stage or high-growth startup.
- Must have completed a bachelor's degree in a STEM discipline.

- Located in or willing to relocate to the San Francisco Bay Area or New York City (hybrid).
- Authorized to work in the U.S. without the need for visa sponsorship.
- Passionate about building quickly, learning from real usage, and continuously iterating.

❌ Do NOT Apply If You:
- Require visa sponsorship (H1B, TN, OPT, etc.).
- Have a history of frequent short tenures (job hopping).
- Have only worked in big corporations (Uber, Intel, etc.) without any 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.) without additional substantial engineering experience.
- Have fake or misrepresented profiles.
- Are exclusively frontend or backend — we are looking for true fullstack engineers.
- Have 15+ years of experience — this role is not senior-leadership level.

Interview Process
1. Initial Recruiter Screen
2. Take-Home Technical Challenge
3. Work Experience Deep Dive
4. Virtual Onsite (Technical + Behavioral Interviews)
5. Reference Checks
6. Offer