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# Founding Engineer

**Avoca**

ID: SRN2025-10571

**Founding Engineer**

Avoca • Full Time • New York,  
NY • On-site • \$160k - \$220k  
+ Equity

**About the Company:**

Avoca (YC W23) is building AI Sales Agents for the Trades, bringing AI to industries that need it the most. Founded by two MIT engineers, Apurva Shrivastava and Tyson Chen, Avoca is revolutionizing the trillion-dollar home services market. In just nine months, Avoca has achieved seven-digit revenue growth without marketing or sales spend, positioning itself as a market leader in AI-driven sales automation.

Avoca's AI agents handle lead conversion across calls, texts, web chats, and lead aggregators, allowing businesses to scale their sales and customer interactions seamlessly. The company is rapidly growing and seeks elite engineers ready to shape the future of AI in trade industries.

**Roles and Responsibilities:**

- Architect, develop, and deploy AI-powered customer service and sales automation solutions.
- Build and scale complex full-stack systems with an emphasis on AI and machine learning.
- Take full ownership of features from conception to production, working in a fast-paced, high-growth startup environment.
- Collaborate closely with the founding team to define the engineering vision and culture.
- Rapidly iterate and launch new capabilities based on user feedback and market demand.
- Maintain a strong customer-first mindset, ensuring AI solutions drive real business value.
- Recruit and mentor top-tier engineering talent to build a world-class technical team.
- Navigate ambiguity and execute with extreme focus, prioritizing ruthlessly for impact.

**Job Requirements:**

- 5 - 6 years of full-stack engineering experience (strong preference for AI/ML experience).
- Expertise in modern front-end frameworks such as React, Next.js, or Vue.js, with a deep understanding of UI/UX best practices.
- Strong back-end experience in API development, databases (PostgreSQL, MongoDB, Firebase), and cloud infrastructure (AWS, GCP, or Azure).
- Proven ability to build and scale complex systems rapidly (0-1 startup experience highly preferred).
- Self-driven, high ownership mindset with a passion for problem-solving and rapid iteration.

- Strong customer empathy and ability to translate user needs into scalable engineering solutions.
- Experience in high-growth startups with a strong engineering culture and a bias toward action.
- Degree in Computer Science from a top-tier university (MIT, Stanford, CMU, Ivy League, UMich, UT Austin, etc.) preferred but not required for exceptional candidates.

**✗ Do NOT Apply If You:**

- Require visa sponsorship (H1B, TN, etc.).
- Have a history of frequent short tenures (job hopping).
- Have only worked in large 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. Intro Phone Screen (30 minutes)
2. Take-home Interview (Coding challenge & discussion)
3. Optional Interview I (Technical deep dive based on signal strength)
4. Optional Interview II (Culture & product discussion based on signal strength)
5. On-site Interview (Final evaluation)
6. Offer