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Senior Software Engineer

Ascend

ID: SRN2025-10605

**Senior Software Engineer**

Ascend • Full Time • San
Francisco, CA • On-site •
\$170k - \$200k

About the Company:

Ascend is revolutionizing the \$10T global insurance industry by integrating AI automation with embedded fintech. As the first and market-leading finance automation platform built specifically for insurance, Ascend streamlines financial operations for thousands of clients, processing billions in transactions annually while growing at an exponential rate. With a small but highly effective engineering team, every contribution you make will have a direct and measurable impact.

Roles and Responsibilities:

- Develop full-stack user-facing features using Ruby on Rails and Next.js.
- Design, build, and scale backend and frontend systems to process millions in insurance premiums.
- Collaborate with engineers, designers, and customers to deeply understand product workflows and technical needs.
- Create intuitive UIs and APIs that optimize financial operations and insurance checkout flows.
- Develop external APIs and integrations with platforms like Salesforce.
- Automate back-office tasks with AI-powered solutions to improve accuracy and efficiency.
- Maintain scalable PostgreSQL database schemas and optimize data performance.
- Lead technical architecture discussions and scalability initiatives.
- Mentor junior engineers through thoughtful code reviews, technical discussions, and architectural guidance.
- Work in San Francisco (on-site, 5 days/week) with a cross-functional team in a collaborative startup environment.

Job Requirements:

- 4-10 years of full-time professional experience as a full-stack engineer.
- Proven success in early-stage, high-growth fintech or startup environments (Series A to C preferred).
- Experience building and shipping consumer or client-facing financial products with measurable business impact.
- Strong expertise in Ruby on Rails, Next.js, TypeScript, and PostgreSQL.
- Ability to clearly articulate technical decisions and their business impact.
- Experience building APIs and integrations with external platforms.
- Proficiency in designing, implementing, and scaling production-grade systems.
- Strong problem-solving skills and ability to thrive in a fast-paced, ambiguous startup environment.

- Bachelor's degree in Computer Science or related field from top-tier universities is preferred (e.g., MIT, Stanford, CMU, UC Berkeley, etc.).

✗ 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 misrepresented or fake profiles.

Interview Process

1. Recruiter Screen (30 min) - Initial qualification and experience discussion.
2. Technical Screen (30 min) - Assess fundamental technical skills.
3. Take-Home Assignment (60 min) - Hands-on coding challenge.
4. Onsite Interview (120 min) - Deeper technical discussions:
 - a. Product Thinking (45 min)
 - b. System Design (45 min)
 - c. Culture & Values Fit (30 min)
5. Offer - Final decision and hiring process.