**About**

**HubSpot CRM**

Our CRM is free, because we believe your entire organization should be able to have a unified view of your customers. It’s the underlying database that powers each HubSpot product, and is the heart and soul of the software.

**CMS Hub**

Our content management software is flexible for marketers, powerful for developers, and gives customers a personalized, secure experience.

**Marketing Hub**

Our marketing software has everything you need to run a successful inbound marketing strategy that grows traffic, converts leads, and shows ROI.

**Sales Hub**

Our sales software includes a full suite of tools to boost sales productivity, shorten deal cycles, and make your sales process more human.

**Service Hub**

Our customer service software makes it easy to connect with customers, help them succeed, and turn them into promoters of your business.

**Engineering Lead, Data Infrastructure**

Remote - USA

The HubSpot Product team is made up of over 1,000 engineers, designers, product managers, and researchers. We’re passionate about building tools that help small and medium-sized businesses market, sell, and serve their customers — and ultimately, grow better.

The product team is supported by many Infrastructure teams including the Data Infrastructure group. The Data Infrastructure group provides datastores as a service for HubSpot Engineering. This involves building and maintaining the automation that manages data storage technologies, making it simple for development teams to leverage existing datastores, and working to ensure HubSpot can meet the demands of a business that is scaling rapidly. Data Infrastructure teams work with a variety of open source technologies such as MySQL, Vitess, Hadoop, HBase, Kafka, Spark, Memcached, and Elasticsearch all running on AWS and Kubernetes.

The HubSpot product has more than half a million weekly active users who all generate massive traffic to and from our datastores. On a normal day, we expect reads into our HBase clusters to exceed 45 million requests/sec. For MySql, we expect more than 600K queries/sec. Elasticsearch indexes over 200K doc/sec and handles more than 50K searches/sec. Finally, HubSpot uses Kafka to process more than 100 billion messages a day. Due to the extreme scale at which we operate, we often uncover bugs and errors in the open source tools we use and as such we are active members of the open source community. Many members of our teams are frequent contributors to the Open Source projects that they work on.

The mission of the HBase team is to provide HBase databases as a service to the rest of the engineering organization. This includes building tools to make it as easy as possible for product teams to create and make use of databases. Additionally you’ll build automation to ensure those databases are available, reliable, and fast. HBase powers some of the most important systems of our product and as a member of the HBase you will play a pivotal role in ensuring our product is reliable and fast.

We’re looking for experienced engineers who are excited by the challenges that come from working at scale and are passionate about improving the reliability and uptime of the product they own. We favor forward thinking engineering leaders who can identify and remediate problems before they happen, and understand how to build platforms that are intuitive to use, highly performant, and extremely reliable.

As an engineering leader at HubSpot, you’ll do many things — many of which you likely already have experience executing. For this position, we are looking for:

* A bias for fixing problems with technology rather than process.
* Passion for building reliable systems.
* Experience developing automation or being a power user of one or more of the above-mentioned data storage technologies.
* Someone who never accepts the status quo; we need engineers who can see beyond what we have, and towards what we can build, while maintaining an understanding about how to get there.
* Proven ability to solve complicated technical problems and analyze tradeoffs with empathy for the developers.
* Ability to demonstrate pragmatic decision making and problem-solving abilities.

At HubSpot, engineering leaders play to their strengths, but are aligned with HubSpot’s mission and show the [leadership qualities](https://product.hubspot.com/blog/hubspots-engineering-leadership-philosophy-part-2) that we’ve found to be most effective:

* They build trust, respect, and empathy, and use that as a base to deliver radical candor.
* They foster an inclusive team and sense of mission.
* They have strong working relationships across the organization, from the tech leads and the individual contributors who report to them, to the product managers and designers their reports work with, to their peers & the executive team.
* They understand our customer and business needs.
* They understand how we build and why.
* They represent our mission, culture, and commitment to DI&B to candidates.
* They get team members and candidates excited to take on new challenges.

## Engineering Manager, Flywheel

### Remote - Ireland

### ****About the team:****

Our Flywheel Product vision is to “Run Hubspot on HubSpot”. We build tools to help the business achieve that mission without introducing any risk.

We are looking for a strong engineering leader to help us build a new team, and a new set of solutions to improve our ability to manage our internal instance of HubSpot. Over the next 3 years, Flywheel will be re-building our entire suite of custom integrations as "flexible, scalable tools, built on top of HubSpot CRM."

We are looking for someone who is able to mentor and grow strong Technical Leads, build efficient and autonomous teams, articulate and drive a technical product strategy, and build a rock-solid foundation on top of which we can grow the business.

This role has a lot of visibility, immediate impact, and lots of opportunities for future growth.

### ****About you:****

* You enjoy being hands-on with engineering while also wanting to develop your people leadership skills
* Experience working with at least one programming language (Java, C#, Python etc)
* Passion for product (feature) development and product innovation
* Someone who's comfortable with code reviews for engineers at all levels
* Experience working closely with Product management and designers to help create a solution to meet our customers needs
* The ability to work closely with the team to solve problems, transfer knowledge, and develop overall product architecture
* You have a track record in partnering with recruiting to build remarkable engineering teams
* And most importantly, you are excited to learn and grow

###### About HubSpot

**Product Designer, Mobile Conversations**

Remote - USA

We’re searching for a thoughtful, results-driven Product Designer to join our UX org to help shape the future of our Service Hub product line on mobile. You’ll be part of a growing team of Product Designers and will partner with Product Managers and Engineers to drive the vision for how HubSpot’s customers deliver delightful and efficient mobile service experiences to their own customers. This is a fantastic opportunity for you to have a major impact within a team of talented mobile designers, who are passionate about the possibilities of designing native experiences.

**What types of problems do we work on?**

We're helping the actual human people running small and medium-sized companies to grow their businesses. From small sales teams, marketing-departments-of-one, and part-time services folks to medium-sized orgs that have their sea legs, we're all about helping these businesses grow. What is growth? Growth for our customers means being able to hire more people, build and sell more products, and help more and more of their customers succeed - but not at any cost. Baked into the products we make are practices and approaches to growth that help customers sell, market, and service their customers responsibly, in ways we'd want to experience.

**How do we design?**

Design at HubSpot is both grounded in experience design fundamentals and a deep belief that small autonomous teams are the best way to get excellent work in customer's hands.

* We value solving for the customer above all else
* We give each designer the responsibility and ownership to chart the course for their designs throughout the product and across teams
* We respect user researchers and content designers and work cooperatively with them while bringing product innovations to life
* We carefully lead and maintain a high-functioning, usability-centered design system and design language with our front end teammates. The mobile team curates a specialized version of our base system geared to native iOS and Android apps
* We're embedded on small teams with engineers and product managers in sane, sustainable ratios.

**Responsibilities**:

* Partner closely with product management and engineering leads to establish objectives and key results for their group(s)
* Own responsibility for balancing speed, quality and consistency of design
* Deliver wireframes, system mapping, and polished visual UI designs
* Break complex concepts into smaller, more manageable components
* Provides thoughtful feedback to team design critiques
* Build lasting relationships across the organization, including cross-product design teams, engineering, product management, and the broader business
* Ability to work autonomously in a fast-paced tech environment.

**Top candidates will have:**

* Demonstrable experience delivering successful and intuitive mobile products  - we value “consumer-grade” experience quality in service of solving enterprise problems
* Deep understanding of good user experience, IA, interaction and visual design
* Are well-versed in the iOS Human Interface Guidelines and Material design patterns for Android
* Ability to articulate design decisions and ask tough questions to help surface and challenge assumptions. The word “why” comes out of your mouth at least once in every conversation.
* Familiarity with the value of low-fidelity concepts and doing “just enough” artifact creation to communicate to the team, then rapidly evaluating and refining ideas
* Open communication style that makes it easy to give and receive feedback with the goal of becoming better at what you do and helping the people around you become more successful
* Strong visual design skills
* Experience working closely and collaboratively with developers and product managers in a fast-paced environment. Teamwork is central to how you get work done and you know how to build strong working relationships.
* Experience with Agile, Lean, and working with light Jira process is a plus.

## Senior Backend Software Engineer, Marketing Hub

### Remote - USA

As a pillar of the HubSpot product portfolio, our Marketing Hub empowers our customers to run their organizations more effectively and efficient as we help them ‘[**grow better**](https://www.slideshare.net/HubSpot/the-hubspot-culture-code-creating-a-company-we-love/20-OUR_MISSION_is_tohelp_these)’. Our services need to do a lot of work very quickly, and we rely heavily on performant technologies like Kafka, HBase, Spark, Memcached, MySQL, and ElasticSearch to help achieve these goals. The Marketing Hub product group consists of various team including;

**Reporting** where you will be building a world-class reporting platform that allows customers to gain deep insight into their business data, and services that propel other HubSpot product teams forward.

**Automation** where you will be building tools that lets users set up workflows (based on their data and events) freeing them up to focus on more impactful things in their day to day.

**Campaigns**where you will be building software that helps marketing teams attract and engage with their audiences, wherever they live online.

**We are looking for people who:**

* Would love to write lots of [micro-services](https://product.hubspot.com/blog/backend-tooling), primarily with [**Java 11**](https://product.hubspot.com/blog/modern-java-at-hubspot#:~:text=We%20need%20to%20be%20able,language%20of%20choice%20at%20HubSpot) (our APIs are RESTful and use the minimal Dropwizard framework)
* Want to grow their career in a fast paced, low bureaucracy environment
* Like the idea of working on a [small, customer-driven development teams](https://product.hubspot.com/blog/good-engineering-behaviors) of 3-5 engineers.
* Dive into concepts they may be unfamiliar with
* Are passionate about delivering exceptional experiences to our customers
* Take ownership, work collaboratively, and figure things out
* Analyze trade-offs with empathy, yet building creative solutions.

**Senior Backend Software Engineer, Product Platform**

Dublin, Ireland

We’re passionate about building tools that help small and medium-sized businesses market, sell, and serve their customers — and ultimately, grow better. The Product Platform Group is on a mission to help our customers use HubSpot better. This means that our internal and external users can rely on us, can focus on their most meaningful work, and achieve results faster.

The tools our teams build allow our customers to control and configure their brand identities and organize their assets, data and teams. These tools and services will help our customers get exponentially better at collaborating easily inside the HubSpot product.

**We’re looking for people who**

* Would love to write lots of [**micro-services**](https://product.hubspot.com/blog/backend-tooling?hubs_signup-cta=careers-apply), primarily with [**Java 11**](https://product.hubspot.com/blog/modern-java-at-hubspot#:~:text=We%20need%20to%20be%20able,language%20of%20choice%20at%20HubSpot) (our APIs are RESTful and use the minimal Dropwizard framework)
* Want to grow their career in a dynamic, low bureaucracy environment.
* Like the idea of working on a [**small, customer-driven development teams**](https://product.hubspot.com/blog/good-engineering-behaviors?hubs_signup-cta=careers-apply) of 3-5 engineers.
* Take ownership, work collaboratively, and figure things out
* Someone who has shown that they can solve complicated technical problems and analyze tradeoffs with empathy for the developers, yet building creative solutions.
* Able to show pragmatic decision making and problem-solving abilities.
* Understand how we build and why for our customers.
* Can think through problems with a “real-time” angle, as live conversations between our customers and their customers are always-on, and don’t follow a typical request/response model

**Bonus points for:**

* Being someone who wakes up every morning and asks: are my systems going to be reliable today?
* Having a bias for fixing problems with technology rather than process
* Never accepting the status quo. We need engineers who can see beyond what we have toward what we can build and understand how to get from here to there.

* Bonus points for prior experience with ES6, SASS, Redux or Flux

## Senior Software Engineer, Chaos Engineering

### Remote - USA

### ****About the team****

The HubSpot Product team is made up of over 700 engineers, designers, product managers, and researchers. We’re passionate about building tools that help small and medium-sized businesses market, sell, and serve their customers — and ultimately, grow better.

Those tools end up in the HubSpot application platform, which itself is made up of thousands of services, workers, and jobs spanning over 170 teams and thousands of repos. Our teams work autonomously to deploy these systems across a common infrastructure, up to 3,000 times a day. As we’ve grown to serve over 75,000 customers in 100 countries, reliability and stability have become just as important as speed and time to market. And as we’ve opened up our APIs, our product has moved to the core of many of our customers’ and partners’ businesses.

In 2019, we built an SRE team to help our product teams focus on delivering highly available and dependable products. This team is off to a great start: evangelizing, building tools, and embedding onto product teams. We want to broaden this team’s impact by building a sister team focused on chaos engineering.

Chaos engineering is a new discipline at HubSpot, and we are adding a Senior Software Engineer to the group. As we move from a reactive to proactive stance on reliability engineering, the chaos team will be instrumental in helping product and infrastructure teams better handle system failures. The primary focus of the team will be to safely degrade the state of product applications and infrastructure services to determine how they fail and to ensure they fail in ways that minimize customer pain.

The team will embark on a combination of tasks, building tooling, orchestrating game days, consulting and embedding on teams to help with remediations, and evangelizing failure testing.

### ****What we’re looking for:****

* Interest or experience with chaos engineering, SRE culture, and improving reliability with automation
* Experience designing and operating distributed systems and cloud infrastructure at scale
* Interest or experience with evangelizing best practices and working collaboratively with other engineering teams to solve for the customer

###### About HubSpot