

Backend Engineer - About the job

Hi there! Thanks for your curiosity

We're driven by ambition and guided by a bold vision for the years ahead. As we scale our profitable ecosystem of tools and services, we're seeking a standout **Backend Engineer** to help us go to the next level.

Who we are

Zubale is a technology company that enables retailers to win in eCommerce. We serve a wide range of retailers from supermarkets, specialty stores, pharmacies, department stores and fashion brands across Mexico, Brazil, Chile, Costa Rica, Peru and Colombia (and soon the U.S!).

How? We have three key products:

- Flexifleet: Freelancer Marketplace to perform picking, packing, and delivery tasks for retailers and aggregators.
- Fulfillment Optimizer: Modular Software to increase productivity in eCommerce picking, packing and delivery.
- Consumer Connect: AI WhatsApp Conversational Commerce to boost sales and elevate customer experience.

We are passionate about helping brands, aggregators, and retailers optimize their eCommerce operations, lower costs, and boost profitability. Backed by over \$70M USD in venture capital, we've delivered consistent growth over the past six years and completed more than 100 million orders through our platform. Today, we serve 100+ customers and engage thousands of freelancers across our network. We surpassed \$100M in annualized revenue and we are a profitable company. And this is just the beginning. We're building a profitable, scalable ecosystem — and our vision is to become the #1 partner for retailers to grow their eCommerce business.

Who you are

- You are a Backend Engineer who thinks in systems, boundaries, and long-term evolution.
- You enjoy designing reliable backend services, defining clear contracts, and establishing patterns that help the entire engineering organization move faster.
- You have architectural instincts and naturally gravitate toward simplifying complexity through good abstractions.
- You take ownership end-to-end: from designing components to ensuring their operability, performance, and maintainability.
- You collaborate well with other engineers, contribute to engineering standards, and act as a multiplier for the teams around you.

What you will do

- Design and implement backend services that power critical internal and customer-facing systems, ensuring scalability, reliability, and ease of extension.
- Run technical deep dives and architectural discussions that influence the evolution of the platform.
- Drive quality through strong testing approaches, operational best practices, and a focus on resilience and fault tolerance.
- Participate in on-call rotations and continuously improve reliability through better alerting, metrics, and instrumentation.
- Work 100% remotely

The skills and experience you will bring

- 2+ years building backend systems in Node.js, Python, Go, Elixir, or similar languages, with strong foundations in clean architecture and modular design.
- Solid understanding of distributed systems concepts: concurrency models, idempotency, retries, caching, resiliency patterns, and service boundaries.
- Solid command of async processing, queues, messaging patterns, and event-driven architectures.
- Familiarity with cloud environments (GCP/AWS/Azure) and CI/CD pipelines, Docker, and Kubernetes.
- Debugging and observability skills: logs, metrics, traces, profiling, and understanding the runtime behavior of distributed systems.
- Ability to execute technical initiatives, break down complex problems, and propose clear solutions and architectural trade-offs.
- Good communication skills.
- A growth mindset aimed toward developing Staff-level architectural breadth and influence.
- English level B2

Languages and tools

- Languages: Python, JavaScript, TypeScript, SQL
- Tools: Nest.js, Node.js, multi-agent frameworks (LangGraph, CrewAI, ADK), RAG pipelines, LLM APIs (e.g., OpenAI, Claude), PostgreSQL, Docker, Kubernetes, GCP

Is a plus

- Experience in frontend web and frontend mobile (ReactJS, NextJS, React-native)
- Experience with Elixir (or similar, like Scala, Rust) to modify our legacy system

Technical Challenge

Please, follow these instructions:

1. Download this ZIP file, instructions are in /INSTRUCTIONS.md
2. When you finish the challenge, record a 5-minute video (Loom/YouTube) explaining, in English or Spanish:
 - a. How did you solve the problems, sharing the screen
 - b. And ideally, recording yourself
3. Send an email to eng-hiring@zubale.com with:
 - a. The subject **Backend Engineer Challenge**
 - b. A link to the video
 - c. A link to the repository, with the code of the challenge completed

Of course, the sooner you send us the test, the better. But perhaps you're reading this on a day when you don't have enough time to complete it. Don't worry, take your time and focus on doing it well. At Zubale, we're building for scale and durability, and we look for engineers who can make strong technical decisions, balancing quality and speed to deliver real impact over time.

We wish you success and hope you enjoy the process. We're looking forward to seeing your approach.

Kind regards,
Zubale Engineering Hiring Team