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# Senior/Staff Software Engineer

at Chainguard ([View all jobs](#))

Remote - US

At Chainguard, we are on a mission to secure the software supply chain by default. We are choosing to do this the right way, which is the hard way. Some have even called us “the Justice League of security.” Our team is founded by the industry's leading experts on open source software, security and cloud native development and is backed by Sequoia, Amplify Partners, the Chainsmokers and more. Chainguard's product portfolio includes Chainguard Images and Chainguard Services. Customers range from Fortune 500 companies in banking, fintech, government and infrastructure to startups and SMBs. Join us as we help organizations secure their software supply chain from source to production.

## About Us

We live and breathe our company values:

**We are customer obsessed** - Our true advantage is the strength of our relationships with customers through collaboration, empathy, and responsiveness. We establish trust as we educate, advocate, and listen to their needs. Our focus is on delivering solutions to our customers that create value and make their lives better.

**We have a bias for intentional action** - We're a start-up and we need to move fast. However we need to move fast through intentional action to make sure we're able to deliver quickly and efficiently on what is most impactful to our collective success. We prioritize, plan, try things, and fail fast. We think about how what we do impacts other teams and communicate our progress - owning the whole solution from start to finish. If we move fast enough, we can make two or three mistakes, learn, and correct them before competitors even make their first decision.

**We don't take ourselves too seriously (but we do serious work)** - Though we are solving an important problem which takes focus and a degree of seriousness, we don't take ourselves too seriously while we do. We laugh, have fun, embrace uniqueness, and enjoy the journey. Together.

**We trust each other and assume good intentions** - We hire great team members and trust them to do their work. We're transparent with data, news, and decisions - positive or negative - to empower team members to make well informed decisions. Showing up for each other fully means we celebrate each other's accomplishments as well as give compassionate direct feedback when needed. We always default to assuming good intentions.

As a Software Engineer, you will collaborate with Engineering, Product Management, and executive leaders to innovate, plan, and drive the technical implementation of two key initiatives. The first is Wolfi OS, a secure community Linux OS optimized for the container and cloud-native era. The second is Chainguard Images, a series of minimalist, distress-designed images engineered for enhanced security and efficiency.

## What you'll do:

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- Provide technical leadership on high-impact projects.
- Influence and coach a distributed team of engineers.
- Facilitate alignment and clarity across teams on goals, outcomes, and timelines.
- Manage project priorities, deadlines, and deliverables.
- Design, develop, test, deploy, maintain, and enhance large scale software solutions to meet business goals.

**What we're looking for:**

- Excellent knowledge of any modern programming language (Golang, Python, Java, NodeJS, Ruby, Rust, C, C++, .Net, etc.)
- In-depth experience with at least one programming language's toolchain and ecosystem (pip, maven, npm, gem, etc.)
- Expertise with containers, Docker, and Kubernetes.
- Bachelor's degree or equivalent practical experience.
- 5+ years of experience in software development, data structures, algorithms, compilers, Makefiles, and toolchains
- 5+ years of experience in low-level Linux distribution or systems development.
- .deb, .rpm, .apk, flatpak, or similar Linux packaging a strong plus
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**Base Salary Range**

\$150,000 — \$225,000 USD

**A few of the benefits we offer:**

- Equity/stock options
- Unlimited PTO
- Remote work with flexible coworking and team meetup opportunities
- Home office and internet stipend
- 100% health/dental/vision insurance coverage for you and your family

If your experience is close but doesn't fulfill all requirements, please apply. Chainguard is on a mission to build the best team. To achieve our goal, we are focused on hiring "Guardians" with unique backgrounds, perspectives, and experiences.

Chainguard is an equal opportunity employer. We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, reproductive health decisions, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, genetic information, political views or activity, or other applicable legally protected characteristics. We also consider qualified applicants with criminal histories, consistent with applicable federal, state and local law.

For US based roles - Chainguard [participates in E-Verify](#) and will provide the federal government with employee Form I-9 Information to confirm authorization to work in the U.S. Chainguard, Inc. only uses E-Verify once a candidate has accepted a job offer and completed the Form I-9. If E-Verify cannot confirm that an employee is authorized to work, Chainguard, Inc. will give the employee written instructions and an opportunity to contact the Department of Homeland Security (DHS) or Social Security Administration (SSA) so the employee can begin to resolve the issue before any adverse employment action is taken. For more information about your right to work, please see the [Notice of Right to Work](#).

By submitting your application, you acknowledge that Chainguard will process your personal data in accordance with Chainguard's Privacy Policy.

## Apply for this Job

\* Required

First Name \*

Last Name \*

Email \*

Phone

Resume/CV [Attach, or enter manually](#)  
(File types: pdf, doc, docx, txt, rtf)

Cover Letter [Attach, or enter manually](#)  
(File types: pdf, doc, docx, txt, rtf)

LinkedIn Profile

Website

At this time, Chainguard is unable to provide employment sponsorship. Will you now, or in the future, require Chainguard to provide employment sponsorship for the country in which you are applying? (for example, H-1B, or other employment-based visas) \*

**U.S. Standard Demographic Questions** We invite applicants to share their demographic background. If you choose to complete this survey, your responses may be used to identify areas of improvement in our hiring process.

How would you describe your gender identity? (mark all that apply)

- ☐ Man
- ☐ Non-binary
- ☐ Woman
- ☐ I prefer to self-describe
- ☐ I don't wish to answer



How would you describe your racial/ethnic background? (mark all that apply)

- ☐ Black or of African descent
- ☐ East Asian
- ☐ Hispanic, Latinx or of Spanish Origin
- ☐ Indigenous, American Indian or Alaska Native
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or Pacific Islander
- ☐ South Asian
- ☐ Southeast Asian
- ☐ White or European
- ☐ I prefer to self-describe
- ☐ I don't wish to answer

How would you describe your sexual orientation? (mark all that apply)

- ☐ Asexual
- ☐ Bisexual and/or pansexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Queer
- ☐ I prefer to self-describe
- ☐ I don't wish to answer

Do you identify as transgender? (*Select one*)

- ☐ Yes
- ☐ No
- ☐ I prefer to self-describe
- ☐ I don't wish to answer

Do you have a disability or chronic condition (physical, visual, auditory, cognitive, mental, emotional, or other) that substantially limits one or more of your major life activities, including mobility, communication (seeing, hearing, speaking), and learning? (*Select one*)

- ☐ Yes
- ☐ No



☐ I prefer to self-describe☐ I don't wish to answer

Are you a veteran or active member of the United States Armed Forces? *(Select one)*

☐ Yes, I am a veteran or active member☐ No, I am not a veteran or active member☐ I prefer to self-describe☐ I don't wish to answer

## Voluntary Self-Identification

For government reporting purposes, we ask candidates to respond to the below self-identification survey. Completion of the form is entirely voluntary. Whatever your decision, it will not be considered in the hiring process or thereafter. Any information that you do provide will be recorded and maintained in a confidential file.

As set forth in Chainguard's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

Gender

Are you Hispanic/Latino?

## Race & Ethnicity Definitions

If you believe you belong to any of the categories of protected veterans listed below, please indicate by making the appropriate selection. As a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. Classification of protected categories is as follows:

A "disabled veteran" is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran Status

## Voluntary Self-Identification of Disability

Form CC-305  
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OMB Control Number 1250-0005  
Expires 04/30/2026

### Why are you being asked to complete this form?

We are a federal contractor or subcontractor. The law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at [www.dol.gov/ofccp](http://www.dol.gov/ofccp).

### How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability. **Disabilities include, but are not limited to:**

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities
- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Disability Status

**PUBLIC BURDEN STATEMENT:** According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Submit Application

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