Apply Now

Software Engineer, Platform

at Flock Safety (View all jobs)

Remote, US

Who is Flock?

Flock Safety provides the first public safety operating system that empowers private communities and law enforcement to work together to eliminate crime. We are committed to protecting human privacy and mitigating bias in policing with the development of best-in-class technology rooted in ethical design, which unites civilians and public servants in pursuit of a safer, more equitable society.

Our Safety-as-a-Service approach includes affordable devices powered by LTE and solar that can be installed anywhere. Our technology detects and captures objective details, decodes evidence in real-time and delivers investigative leads into the hands of those who matter.

While safety is a serious business, we are a supportive team that is optimizing the remote experience to create strong and fun relationships even when we are physically apart**.** Our flock of hard-working employees thrive in a positive and inclusive environment, where a bias towards action is rewarded. Flock Safety is headquartered in Atlanta and operates nationwide. We have raised over $380M in venture capital including a recent Series E round led by Tiger Global. Now surpassing a 3B valuation, Flock is scaling intentionally and seeking the best and brightest to help us meet our goal of reducing crime in the United States by 25% in the next three years.

The Role

This role falls in our Platform team, a team of extremely sharp engineers responsible for our backend data processing pipeline, storing that data, and overall system architecture. They're the glue that works closely with our Machine Learning, Hardware teams, and front end focussed teams to tie everything into a cohesive product experience for our users.

How you'll make an impact:

- Design, develop, and maintain scalable and robust backend systems, APIs, and microservices
- Collaborate with Machine Learning, Hardware teams, and front end focussed teams on multifaceted projects touching the entire system
- Design systems at scale – We process over 250M images daily in real time
- Learn our system. If a technology is out there, we probably touch it
- Working directly with Product to scope features into iterative efforts
- Assess new technologies as needed for a task and make decisions balancing technical need and business impact

We're looking for people who:

- Love writing code and have extensive experience doing so.

Privacy - Terms

- Are motivated by taking an unknown problem, sinking your teeth in, and coming up with a plan of attack.
- Have a strong desire to grow their role as well as have a direct influence on the growth of a young company.
- Are interested in all aspects of the business, from direction to office space.
- Are excited about working on a fast-paced, constantly evolving product.
- Are able to crack a joke every now and then, even if you're the only one who laughs.

Our Tech

If you noticed, the above list says very little about specific coding skills. We believe the right person for this role is much more than a great engineer. But to get into the nitty gritty, currently our stack looks like:

- Typescript (Node) and Go web services
- Postgres DB, Elastic Search, DynamoDB, Redis (use the right tool for the job)
- Kubernetes (EKS), AWS Lambda, Docker
- AWS (many managed services)

Why Join Us?

Can you imagine a world without crime? We can. Our mission is simple, to eliminate crime. We pride ourselves on building a community of low-ego and easy to work with people. What makes Flock Safety special is a combination of interesting work, a compelling mission, and a chance to change the trajectory of your career. We are at a unique inflection point where, after a few (or many!) short years here, we know you will accelerate your career and look back fondly on your time with us and the work you did to make your community safer.

💰 **Salary & Equity**: In this role, you'll receive a starting salary of $100,000-$130,000 as well as stock options

🌴 **Use what you need PTO**: We seriously mean it, plus 11 company holidays and your birthday off!

⚕ **Fully-paid health benefits plan for employees**: including Medical, Dental, and Vision and an HSA match.

👨‍👩‍👧 **Family Leave**: We provide 16 weeks of 100% paid leave for primary caregivers and 12 weeks of 100% paid leave for secondary caregivers.

🍼 **Fertility & Family Benefits:** We have partnered with Maven, a complete digital health benefit for starting and raising a family. We will reimburse $10,000 a year for adoption, surrogacy, or infertility.

🧠 **Mental Health:** All employees receive an annual subscription to Headspace

💗 **Caregiver Support:** We have partnered with Cariloop to provide our employees with caregiver support

💸 **Carta Tax Advisor:** Employees receive 1:1 sessions with Equity Tax Advisors who can address individual grants, model tax scenarios, and answer general questions.

🖥 **WFH Stipend:** $150 per month to cover the costs of working from home.

📚 **L&D Stipend:** $250 per year to use on Audible, Calm, Masterclass, Duolingo, Grammarly and so much more.

🏠 **Home Office Stipend:** A one-time $750 to help you create your dream office.

🏢 **Coworking Space:** If you're not local to our ATL HQ, we'll provide $250 a month to get you set up with an All Access Membership to WeWork (or a local coworking space in your area).

🐾 **Pet Insurance:** We've partnered with Pumpkin to provide insurance for our employee's fur babies.

Flock is an equal opportunity employer. We celebrate diverse backgrounds and thoughts and welcome everyone to apply for employment with us. We are committed to fostering an environment that is inclusive, transparent, and collaborative. Mutual respect is central to how Flock operates, and we believe the best solutions come from diverse perspectives, experiences, and skills. We embrace our differences and know that we are stronger working together.

If you need assistance or an accommodation due to a disability, please email us at careers@flocksafety.com. This information will be treated as confidential and used only to determine an appropriate accommodation for the interview process.

Apply for this Job

* Required

First Name * | John

Last Name * | Rodgers

Email * | jyrodgers@pm.me

Phone * | 858-231-4371

Resume/CV * | Attach, Dropbox, Google Drive, or enter manually
(File types: pdf, doc, docx, txt, rtf)

Cover Letter | Attach, Dropbox, Google Drive, or enter manually
(File types: pdf, doc, docx, txt, rtf)

LinkedIn Profile

https://www.linkedin.com/in/jyrodgers/

Are you authorized to work lawfully in the United States for Flock Safety? *

--

Will you now or in the future require Flock Safety to commence ("sponsor") an immigration case in order to employ you (for example, H-1B or other employment based immigration case)? This is

sometimes called sponsorship for an employment-based visa status. *

> --

Preferred Pronouns

> Please select

How did you first learn about Flock as an employer? *

> Please select

Do you have a friend, family member, spouse or significant other that is currently employed by Flock? If yes, please provide context in the box below. *

> No

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 Flock Safety's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

Gender   Please select

Are you Hispanic/Latino?   Please select

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	Please select

Voluntary Self-Identification of Disability

Form CC-305   OMB Control Number 1250-0005
Page 1 of 1   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.

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	Please select

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

Powered by greenhouse

Read our Privacy Policy