

Abnormal[Home](#)[Departments](#) ▼[Who
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Back End Software Engineer I

Remote -
USA

Full-time



About the Role

Abnormal Security is looking for a Software Engineer to join the Premium Email Products (PEP) team. The

About Abnormal Security

We're the world's
fastest-growing

including data storage, backend & frontend. We are looking for a junior member to join our team, who'll work alongside experienced engineers to build and improve our customer facing products.

What you will do

- Work on production systems to stabilize and improve existing features
- Collaborate with engineers, Product Managers, and Designers to define, build, test, launch, and support new product features
- Own features end-to-end through the software development lifecycle
- Collaborate with Customer Support and Sales Engineering organization on production issues and sales solutions
- Provide code reviews for other engineers to catch bugs & problems before they make it into production

for businesses. Through applying ML, AI, and behavioral data science to the cybersecurity space, we're leading the charge on protecting the modern workplace from all types of attacks.

As a company, we're committed to designing an employee experience that provides interesting and challenging problems to work on in a supportive, low-ego environment. We know that it's our team that makes us successful—and we're just getting started!

Meet the Team

[Read
More](#)

- 1+ year(s) of software development experience
 - Intermediate+ Python or Go skills
- Self driven with strong asynchronous communication skills, you don't require micromanagement to be successful
- Open to following pre-established guidelines, coding practices and conventions
- You're growth driven & looking to increase impact & responsibility over time
- BS degree in Computer Science, Applied Sciences, Information Systems or other related engineering field



**Christy
Min**

Sales
Development
Representative

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**Mick
Leach**

Field CISO

[Read
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**Edwin
Maljames**

India Site
Manager

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Nice to Have

- Experience with React, Typescript, Django
- Familiarity with AWS services and deployment practices.
- Knowledge of containerization using Docker or similar technologies.

Our Benefits

Taking care of our team goes beyond the office. Our compensation and benefits philosophy is designed to put

At Abnormal Security certain roles are eligible for a bonus, restricted stock units (RSUs), and benefits. Individual compensation packages are based on factors unique to each candidate, including their skills, experience, qualifications and other job-related reasons. We know that benefits are also an important piece of your total compensation package. Learn more about our Compensation and Equity Philosophy on our [Benefits & Perks](#) page.

Base salary range:

\$123,300–\$145,100 USD

base salary and equity)

If we want top performers to join and stay with us, we need to pay accordingly. We standardize our pay, meaning we pay for the role and level, not for any particular individual's ability to interview or negotiate well.

Equity is an important part of our total compensation strategy

When the company does well, we all do well. Equity is an important and exciting part of our total compensation strategy as a pre-IPO startup. We're guided by the belief our team members should share in the

Apply for this Job

* Required

First Name *

Last Name *

Email *

Phone *

Location (City) *

Locate me

Resume/CV * [Attach](#)

Dropbox

[or enter manually](#)

(File types: pdf, doc, docx, txt, rtf)

LinkedIn Profile

Current Company *

Unlimited PTO

All regular salaried team members enjoy unlimited PTO. We want team members to grow with us and a big part of that is making sure our team has the opportunity to rest and recharge. We also observe 12 holidays every year.

100% of healthcare premium costs covered

Taking care of our team goes beyond the office. We cover 100% of employee health care premium costs. If adding dependents, we contribute 75% of the health care premium cost, so you can be sure that you and your family

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 Abnormal Security'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

Please select

Voluntary Self-Identification of Disability

Form CC-305

OMB Control Number 1250-0005

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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

are in the best
possible health.
Remote-first

Operating as a
remote-first
company means we
get to work with
talented folks, no

- 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)

[Privacy](#) - [Terms](#)

Zoom meetings, and regular in-person events.

As a fast growing startup, we continuously review, improve, and personalize our benefits offerings based on the team's input. Don't see something that's important to you? Let us know!

Our Interview Process

We value transparency at Abnormal, and our interview process is no exception. You can read more about our interview process [here](#).

Inclusion Matters



Roles

Culture

Benefits & Perks

g Our

Values

Professional
Development

Meet The Executives

Interview Process

Trust

Terms
of
Use

Operations