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Software Engineer L3-Distributed Systems

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Remote - US

See yourself at Twilio

Join the team as Twilio's next Software Engineer (L3) in distributed systems

Who we are & why we're hiring

Twilio powers real-time business communications and data solutions that help [companies and developers worldwide](#) build better applications and customer experiences.

Although we're headquartered in San Francisco, we have presence throughout South America, Europe, Asia and Australia. We're on a journey to becoming a global company that actively opposes racism and all forms of oppression and bias. At Twilio, we support [diversity, equity & inclusion](#) wherever we do business.

About the job

As a Software Engineer on the Twilio Engage Compute Engines team, you'll help us build and scale systems that process hundreds of thousands of messages per second and compute billions of data points per hour.

[Twilio Engage](#) is the world's first growth platform powered by customer data. Imagine a platform that takes in hundreds of thousands of messages entering Twilio Segment's pipelines every second, add in an identity graph, overlay high-speed databases and realtime and batch computation engines — and you have the Twilio Engage platform. This platform unlocks our ability to build key business growth features like audience management, real-time personalization, and data-driven marketing campaigns.

We iterate quickly on these products and features and learn new things daily — all while writing quality code. We work closely with product and design and solve some of the toughest engineering problems to unlock new possibilities for our customers. If you get excited by building products with high customer impact — this is the place for you.

Responsibilities

In this role, you'll:

- Build the next generation compute kernel and multi-tenant query engines that power the leading [customer data platform](#) (CDP)

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- Scale our existing data processing pipelines and real-time compute clusters to match growing customer demand
- Build highly performant solutions that unlock differentiated CDP capabilities at scale
- Maintain a high bar of operational excellence for our systems and services

Qualifications

Not all applicants will have skills that match a job description exactly. Twilio values diverse experiences in other industries, and we encourage everyone who meets the required qualifications to apply. While having “desired” qualifications make for a strong candidate, we encourage applicants with alternative experiences to also apply. If your career is just starting or hasn't followed a traditional path, don't let that stop you from considering Twilio. We are always looking for people who will bring something new to the table!

Required:

- 4+ years of experience writing production-grade code in a modern programming language
- Strong theoretical fundamentals and hands-on experience working with data and streaming technologies
- Highly effective collaborator who works well with teammates and product partners to deliver completed work on time
- Well-versed in concurrent programming
- Solid grasp of Linux systems and networking concepts
- Experience maintaining and operating always-on cloud services
- Comfortable asking questions and taking initiative to solve problems in a rapidly growing company, where it is often necessary to “[draw the owl](#)”
- Excellent written and verbal communications skills

Desired:

- Experience with Apache Flink, Spark, or other distributed compute frameworks
- Familiarity with BigQuery or Trino
- Experience with Golang
- Experience with AWS infrastructure

Location

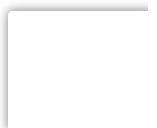
This role will be remote based in the U.S. but is not eligible to be hired in CA or NY.

What We Offer

There are many benefits to working at Twilio, including, in addition to competitive pay, things like generous time-off, ample parental and wellness leave, healthcare, a retirement savings program, and much more. Offerings vary by location.

Twilio thinks big. Do you?

We like to solve problems, take initiative, pitch in when needed, and are always up for trying new things. That's why we seek out colleagues who embody our values — something we call [Twilio Magic](#). Additionally, we empower employees to build [positive change in their communities](#) by supporting their volunteering and donation efforts.



So, if you're ready to unleash your full potential, do your best work, and be the best version of yourself, apply now!

If this role isn't what you're looking for, [please consider other open positions](#).

The estimated pay ranges for this role are as follows:

- Based in Colorado: \$132,000- \$165,000.
- This role may be eligible to participate in Twilio's equity plan. All roles are eligible for the following benefits: health care insurance, 401(k) retirement account, paid sick time, paid personal time off, paid parental leave.

The successful candidate's starting salary will be determined based on permissible, non-discriminatory factors such as skills, experience, and geographic location within the state.

Twilio is proud to be an equal opportunity employer. Twilio is proud to be an Equal Employment Opportunity and Affirmative Action 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. Additionally, Twilio participates in the E-Verify program in certain locations, as required by law.

Twilio is committed to providing reasonable accommodations for qualified individuals with disabilities and disabled veterans in our job application procedures. If you need assistance or an accommodation due to a disability, please contact us at accommodation@twilio.com.

Apply for this Job

* Required

Apply With LinkedIn

First Name *

Last Name *

Email *

Phone

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 URL

How did you hear about Twilio? *

Please click all that apply

- ☐ Careers Website
- ☐ LinkedIn
- ☐ Twitter
- ☐ Glassdoor
- ☐ Indeed
- ☐ Twilio Blog
- ☐ Conference or Event
- ☐ Content (e.g. videos, ads, billboards etc)
- ☐ Other

Are you legally authorized to work in the United States? *

Will you now or in the future require sponsorship for employment visa status (e.g., H-1B visa status)? *

Please indicate whether you are either a citizen or resident of any of the following countries: Cuba, Iran, North Korea, Syria or Crimea Region of Ukraine. *

By clicking the "Acknowledge" button, you acknowledge that Twilio processes data in the United States in accordance with the Twilio Employee Privacy Policy. *

<https://www.twilio.com/legal/employee-privacy>

☐ Acknowledge

Twilio is proud to be an Equal Employment 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. Additionally, Twilio participates in the E-Verify program in certain locations, as required by law.

Voluntary Self-Identification of Race & Ethnicity and Protected Veterans Status

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

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.

Voluntary Self-Identification of Disability

Form CC-305, 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.

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

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.

Twilio is committed to providing reasonable accommodations for qualified individuals with disabilities and disabled veterans in our job application procedures. If you need assistance or an accommodation due to a disability, you may contact us at accommodations@twilio.com

Disability Status (*Select one*) *

- ☐ Yes, I have a disability, or have had one in the past
- ☐ No, I do not have a disability and have not had one in the past
- ☐ I don't wish to answer

Voluntary Self-Identification of Gender (*Select one*) *

- ☐ Male
- ☐ Female
- ☐ Transgender
- ☐ Gender Nonconforming
- ☐ I don't wish to answer

Voluntary Self-Identification of Race/Ethnicity (*Select one*) *

- ☐ Native American or Alaska Native
- ☐ Asian
- ☐ Black or African American



- ☐ Hispanic or Latino
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Two or More Races
- ☐ I don't wish to answer

Protected Veteran Status (*Select one*) *

- ☐ I am not a protected veteran
- ☐ I identify as one or more of the classifications of a protected veteran
- ☐ I identify as a veteran but not a protected veteran
- ☐ I don't wish to answer

Voluntary Self-Identification of Sexual Orientation (*Select one*) *

- ☐ Bisexual
- ☐ Heterosexual
- ☐ Homosexual
- ☐ I don't wish to answer

Submit Application

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