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AI Application Engineer, People Applications

at DoorDash USA ([View all jobs](#))

San Francisco, CA; Sunnyvale, CA; Seattle, WA

About the Team

DoorDash's ability to build the best products in the industry, enabling local commerce at global scale, depends on its ability to recruit, engage, grow, and retain the best talent in the industry. The People Applications team at DoorDash leverages state-of-the-art methods and technologies to develop products spanning from recruitment through termination. We're looking for a talented AI Application Engineer to join our team and work closely with the people team to drive key technology decisions and innovations within the People experience. Your contributions will shape the future of the company as we continue to push the boundaries of what is possible around the globe.

About the Role

The DoorDash People Application team is looking for an AI Application Engineer with demonstrated experience and knowledge in launching AI/ML solutions for customer facing applications. You will interact directly with senior leaders and cross-functional partners across DoorDash to understand requirements, design, build end-to-end solutions, and maintain the supporting services for our applications across diverse technical areas for various people functions, all in sync with our people goals.

You're excited about this opportunity because you will...

- Help build the tools and resources that enable our employees to have the best possible employee experience.
- Deploy Generative AI (LLMs) and other cutting-edge ML tools to help scale our technology solutions across the organization.
- Work with a global workforce solving the critical needs of employee and candidate populations reaching tens of thousands of people.
- Own your space and get to be creative as we navigate new areas of people technology and analytics.

We're excited about you because you have....

- Bachelor or Masters degree in Computer Science, Engineering, or a related field.
- Minimum of 3 years of experience in developing and deploying ML solutions, ideally including LLMs.
- 5+ years of experience in general software development.
- Proficiency in programming languages such as Python and JavaScript.
- You're proficient with web development using React, Typescript, Express.js, Node.js, and Postgres.

- Experience and proven track record in designing and implementing AI solutions for real-world problems.
- Understanding of machine learning algorithms and principles, including supervised and unsupervised learning, reinforcement learning, neural networks, and natural language processing.
- Experience with data preprocessing, data mining, and data analysis.
- Experience with machine learning frameworks and libraries like TensorFlow, PyTorch, Keras, or Scikit-learn.
- Familiarity with big data technologies such as Hadoop, Spark, and NoSQL databases.
- Proficiency with cloud platforms like AWS, Google Cloud, or Azure, and experience with deploying AI models in a cloud environment.
- Experience with version control systems like Git.
- Experience working in an Agile/Scrum development process.

While not required, it's preferred you also have:

- Experience with building scalable application with Generative AI, using frameworks such as LangChain, Hugging Face, Llama Index etc.
- Depth of knowledge with RAG implementation and optimization
- Experience with Generative AI development and fine-tuning such setting up prompts prompt flows, agents, guardrails, and knowledge base optimization.

We use Covey as part of our hiring and / or promotional process for jobs in NYC and certain features may qualify it as an AEDT. As part of the evaluation process we provide Covey with job requirements and candidate submitted applications. We began using [Covey Scout for Inbound](#) on June 20, 2024.

Please see the independent bias audit report covering our use of Covey [here](#).

Compensation

The successful candidate's starting pay will fall within the pay range listed below and is determined based on job-related factors including, but not limited to, skills, experience, qualifications, work location, and market conditions. Base salary is localized according to an employee's work location. Ranges are market-dependent and may be modified in the future.

In addition to base salary, the compensation for this role includes opportunities for equity grants. Talk to your recruiter for more information.

DoorDash cares about you and your overall well-being. That's why we offer a comprehensive benefits package for all regular employees that includes a 401(k) plan with an employer match, paid time off, paid parental leave, wellness benefits, and several paid holidays.

Additionally, for full-time employees, DoorDash offers medical, dental, and vision benefits, disability and basic life insurance, family-forming assistance, a commuter benefit match, and a mental health program, among others.

To learn more about our benefits, visit our careers page [here](#).

The base pay for this position ranges from our lowest geographical market up to our highest geographical market within California, Colorado, District of Columbia, Hawaii, New Jersey, New

York and Washington.

\$133,300 — \$196,000 USD

About DoorDash

At DoorDash, our mission to empower local economies shapes how our team members move quickly, learn, and reiterate in order to make impactful decisions that display empathy for our range of users—from Dashers to merchant partners to consumers. We are a technology and logistics company that started with door-to-door delivery, and we are looking for team members who can help us go from a company that is known for delivering food to a company that people turn to for any and all goods.

DoorDash is growing rapidly and changing constantly, which gives our team members the opportunity to share their unique perspectives, solve new challenges, and own their careers. We're committed to supporting employees' happiness, healthiness, and overall well-being by providing comprehensive benefits and perks including premium healthcare, wellness expense reimbursement, paid parental leave and more.

Our Commitment to Diversity and Inclusion

We're committed to growing and empowering a more inclusive community within our company, industry, and cities. That's why we hire and cultivate diverse teams of people from all backgrounds, experiences, and perspectives. We believe that true innovation happens when everyone has room at the table and the tools, resources, and opportunity to excel.

Statement of Non-Discrimination: In keeping with our beliefs and goals, no employee or applicant will face discrimination or harassment based on: race, color, ancestry, national origin, religion, age, gender, marital/domestic partner status, sexual orientation, gender identity or expression, disability status, or veteran status. Above and beyond discrimination and harassment based on "protected categories," we also strive to prevent other subtler forms of inappropriate behavior (i.e., stereotyping) from ever gaining a foothold in our office. Whether blatant or hidden, barriers to success have no place at DoorDash. We value a diverse workforce – people who identify as women, non-binary or gender non-conforming, LGBTQIA+, American Indian or Native Alaskan, Black or African American, Hispanic or Latinx, Native Hawaiian or Other Pacific Islander, differently-abled, caretakers and parents, and veterans are strongly encouraged to apply. Thank you to the Level Playing Field Institute for this statement of non-discrimination.

Pursuant to the San Francisco Fair Chance Ordinance, Los Angeles Fair Chance Initiative for Hiring Ordinance, and any other state or local hiring regulations, we will consider for employment any qualified applicant, including those with arrest and conviction records, in a manner consistent with the applicable regulation.

If you need any accommodations, please inform your recruiting contact upon initial connection.

Apply for this Job

* Required

Apply With LinkedIn

First Name *



Last Name *

Email *

Phone *

Location (City) *

[Locate me](#)

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)

School

Degree

[+ Add another education](#)

LinkedIn Profile *

Are you currently authorized to work lawfully in the U.S.? *

Will you now or in the future require employment-based visa sponsorship? *

Have you worked at DoorDash? *

Please Note: Previous corporate employees should select "I am a previous employee" and previous DoorDash Dashers should select "I am a previous DoorDash Dasher".

Please select



Applicant Privacy Acknowledgement *



We would like to provide you with an overview of how we process your personal information. Please take the time to read the [Applicant Privacy Notice](#) and confirm that you have read and understand the content.

Would you like to receive communications via SMS and/or WhatsApp to the number provided [above or during the application process] about your application process? Message & data rates may apply and message frequency may vary. If you select no, we will only communicate with you via email and/or telephone calls. If you select yes and change your mind, you can always reply STOP to opt out. *

USA - Self-Identification Survey

Voluntary Self-Identification

As described in our Applicant Privacy Notice, 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 DoorDash's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

For race and ethnicity definitions, as well as more information on protected veteran and disability status, please refer to [this page](#).

Gender *

- ☐ Male
- ☐ Female
- ☐ Non-binary
- ☐ I don't wish to answer

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

- ☐ Yes
- ☐ No
- ☐ I don't wish to answer

Are you Hispanic or Latinx? *(Select one)* *

- ☐ Yes
- ☐ No
- ☐ I don't wish to answer

Race *(*Please select one option that best describes how you identify*) (Select one)* *

- ☐ American Indian or Alaska Native

- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ Two or more races
- ☐ White
- ☐ I don't wish to answer

Protected Veteran Status (*Select one*) *

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

Disability Status (*Select one*) *

- ☐ Yes, I have (or have previously had) a disability
- ☐ No, I don't have a disability
- ☐ I don't wish to answer

Submit Application

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