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Software Engineer - AI Tooling

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

Bay Area (San Francisco and Palo Alto)

About xAI

xAI's mission is to create AI systems that can accurately understand the universe and aid humanity in its pursuit of knowledge.

Our team is small, highly motivated, and focused on engineering excellence. This organization is for individuals who appreciate challenging themselves and thrive on curiosity. Engineers are encouraged to work across multiple areas of the company, and as a result, all engineers and researchers share the title "Member of Technical Staff."

We operate with a flat organizational structure. All employees are expected to be hands-on and to contribute directly to the company's mission. Leadership is given to those who show initiative and consistently deliver excellence. Work ethic and strong prioritization skills are important.

All engineers and researchers are expected to have strong communication skills. They should be able to concisely and accurately share knowledge with their teammates.

xAI does not have recruiters. Every application is reviewed directly by a technical member of the team.

About the Team

xAI's Human Data team is responsible for delivering high-quality data to drive frontier model performance. We collaborate closely with the post-training team and AI tutor team to develop new solutions that accelerate research progress across model capabilities, evaluation, safety, and alignment.

About the Role

In this role you might:

- Be responsible for architecting, building, and designing our data collection platform
- Iterate rapidly on new features to improve user experience on our platform for both human operations and our research team
- Build features end-to-end: front-end, back-end, system design, debugging and testing
- Build systems that monitor and flag quality issues with large-scale data collections
- Establish best practices and help scale a world-class engineering team
- Ensure that our overall data collection platform is secure, scalable, and delightful to use.
- Innovating new ideas that bring us closer to our goal: to develop AI systems that can accurately understand the universe and aid humanity in its pursuit of knowledge.

Tech Stack

- Typescript, Python, Rust
- React, Express, PostgreSQL

Location

The role is based in the Bay Area [San Francisco and Palo Alto]. Candidates are expected to be located near the Bay Area or open to relocation.

Interview Process

After submitting your application, the team reviews your CV and statement of exceptional work. If your application passes this stage, you will be invited to a 15-minute interview (“phone interview”) during which a member of our team will ask some basic questions. If you clear the initial phone interview, you will enter the main process, which consists of four technical interviews:

- 1. Coding assessment in a language of your choice.
- 2. HTML/CSS interview
- 3. Systems hands-on: Demonstrate practical skills in a live problem-solving session.
- 4. Meet the Team: Present your past exceptional work and your vision with xAI to a small audience.

Our goal is to finish the main process within one week. We don’t rely on recruiters for assessments. Every application is reviewed by a member of our technical team. All interviews will be conducted via Google Meet.

Annual Salary Range

\$180,000 - \$440,000 USD

California Consumer Privacy Act (CCPA) Notice

Apply for this Job * Required

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)

What exceptional work have you done? *

Tell us about a piece of work that you are most proud about.

Current Company

If you are currently employed in the field, please tell us the name of your employer.

Current title

If you are currently employed in the field, please tell us your role including your seniority level (e.g. Software Engineer II).

LinkedIn Profile

X Profile

If you have a public X profile, please provide its URL.

GitHub Profile

Google Scholar

If you have a Google Scholar page, please provide its URL.

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 xAI'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
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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.

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