Senior Full Stack Engineer

Location

Remote, Remote - United States (EST), Remote - UK, Remote - Portugal, Remote - Canada

Type

Full time

Department

Engineering

Compensation

$126.5K – $214K • Offers Equity • Multiple Ranges

See More

Overview	Application

About Maze

Maze is a **Series B**-funded startup building the future of product research for modern teams. We're backed by some of the world's best funds and are a fully remote team working across 35+ countries.

Maze is the user research platform that empowers any company to build the right products faster, by making user insights available at the speed of product development.

We believe that companies that win are incorporating user insights at every stage of product development, where the organization is empowered to conduct research no matter what their maturity, and that Research can focus on high-value questions with the greatest impact.

Built for ease of use, Maze allows researchers, designers, and product managers to collect and share user insights when needed most, putting them at the center of every decision.

With Maze, companies can recruit the right participants effortlessly, conduct

research autonomously, and analyze user insights that drive actual decisions.

You'll work on:

- Building elegant features for user researchers to analyze and extract compelling insights from qualitative data, using both classical techniques and large language models
- Expanding audience management to help researchers connect with and reward participants from across the world
- Integrating video and scheduling tools to provide a streamlined experience for managing and booking user interviews

As a product engineer at Maze, you will:

- Partner closely with product managers, designers and other engineers to design, build, and ship new features
- Establish best practices, frameworks, and repeatable processes that enable us to measure the impact of every feature that we ship
- Evaluate and improve the performance, maintainability, and security of applications in production
- Work in a collaborative and open team, which places high value on feedback, continuous learning and trust.

You should apply if:

- You're proficient with modern full-stack JavaScript (Node.js and React) and relational databases (PostgreSQL)
- You're enthusiastic about well-tested code and strive to improve your work environment
- You have excellent written and spoken English skills
- You thrive in a remote environment

Bonus points:

- You have Next.js, NestJS, GraphQL, and/or TypeScript experience
- You have experience with AWS and/or Kubernetes
- You're interested in UX, UI design, and the research field.
- You have a good dose of initiative and a great sense of humor.

Where does Maze hire?

Staff on our engineering teams are based between the UTC-5 (ET) and UTC+2 (EET)

time zones. This enables a healthy amount of day-to-day working hour overlap; we do not hire engineers based in other timezones.

#LI-Remote

#LI-251912206_SW1

Inclusivity and Pay

At Maze, we are dedicated to building an equitable, inclusive, and authentic workspace. Unique and diverse perspectives are welcomed, and continuous growth is encouraged. We believe that people are more than their resumes, so if your past experience looks different than the criteria listed, we'd still love to hear from you. We appreciate and celebrate non-traditional life routes and encourage you to apply should you connect with a job description or the Maze culture.

Maze values transparency and it enables us to approach compensation equitably across the world. We are informed by data and regularly check our salary ranges (either United States or Rest of World) against other venture backed companies. Additionally, we are proud of our holistic and generous benefits offerings, included in every compensation package.

We typically target the low - mid point of the salary range to allow room for growth within the role. Your salary is dependent upon many factors, including years of experience, expertise, etc. During your first interview, you can expect to have an open conversation with your recruiter regarding your compensation expectations.

Why Maze is unique

- **Early-stage startup:** You will join an early-stage startup with less than 150 team members. This means you'll have the unique opportunity to directly impact success and help shape the future of Maze.

- **Market disruption:** We believe that the way companies build products is fundamentally broken and the user research market is ripe for disruption. For too long, companies have been forced to choose between rapid development without user insights or investing months into research before bringing products to market. But there's finally a groundswell building around a path forward that eliminates this compromise - and Maze is leading the charge.

- **Product-market Fit:** Maze is used by 100,000+ brands across 4,000 companies, from SMB to enterprises, and in the last fiscal year, we saw 6.5M questions answered, supporting 25K decisions

Benefits

- Health insurance with international coverage, vision, and dental: 100% of the

team member premium paid

- For some locations, coverage options vary, please see our [benefits pages](#) for more information

- Free access to proper mental health care, unlimited virtual therapy sessions (with a human) and 24/7 access to resources

- Life and Disability Insurance, 100% of the team member premium paid

- Flexible time off

- Meaningful equity

- Company retreats, fully paid for by Maze

- New MacBook (laptop), paid for by Maze

- Paid Family leave: 16 weeks for birth or adoptive parents

- $500/month to be used for dependent health insurance coverage

  - If you don't have dependents to add to your plan, you will still get access to this money to be used at your discretion to get the benefits that matter to you with our flexible a-maze-ing benefits - gym memberships, co-working spaces, food, travel, whatever!

- $1,500 remote work setup fund to ensure you can set up a productive work space

- Flexible work schedule where you manage your own working hours

- Monthly [Bonus.ly](#) points that are awarded to others to recognize teamwork, dedication and helpfulness - points can be cashed out for gift cards and more

- Virtual social engagements randomly throughout the year

- SWAG, we have some really cool swag

- Open, transparent culture that includes virtual: coffee chats, bi-weekly all-hands meetings, and more

Check out all of our a-maze-ing benefits [here](#).

Outreach Notice

We understand you might be excited about the job you're applying for, we are excited you are interested! However, please **refrain from reaching out to our current team members on LinkedIn** for referrals. Our policy is that referrals can only be provided by team members who personally know the candidate. With the high volume of interest in our roles, contacting our team members who are not involved in recruitment can be overwhelming. Additionally, please **avoid submitting support**

tickets regarding your application, as our support team is not involved in the hiring process. Rest assured, our recruitment team is diligently reviewing all applications and will reach out directly if there is a match.

Apply for this Job