Software Engineer, ML Research

Windsurf
ID: SRN2025-10916

Software Engineer, ML Research
Windsurf • Full Time •
Mountain View, CA • On-site •
$140,000 – $300,000 + Equity

About the Company:
Windsurf (formerly Codeium) is a Forbes AI 50 company building the future of developer productivity through AI. With over 200 employees and $243M raised across multiple rounds including a Series C, Windsurf provides cutting-edge in-editor autocomplete, chat assistants, and full IDEs powered by proprietary LLMs. Their user base spans hundreds of thousands of developers worldwide, reflecting strong product-market fit and commercial traction.

Roles and Responsibilities:
- Train and fine-tune LLMs focused on developer productivity
- Design and prioritize experiments for product impact
- Analyze results, conduct ablation studies, and document findings
- Convert ML discoveries into scalable product features
- Participate in the ML reading group and contribute to knowledge sharing

Job Requirements:
- 2+ years in software engineering with fast promotions
- Strong software engineering and systems thinking skills
- Proven experience training and iterating on large production neural networks
- Strong GPA from a top CS undergrad program (MIT, Stanford, CMU, UIUC, etc.)
- Familiarity with tools like Copilot, ChatGPT, or Windsurf is preferred
- Deep curiosity for the code generation space
- Excellent documentation and experimentation discipline
- Prior experience with applied research (not purely academic publishing)
- Must be able to work in Mountain View, CA full-time onsite
- Excited to build product-facing features from ML research

Interview Process
1. Recruiter Chat (15 min)
2. Virtual Algorithm Round (LeetCode-style, 45 min)
3. Virtual ML Case Study (1 hour)
4. Onsite (3 hours): Additional ML case, implementation project, and culture interview
5. Offer Extended