

Backend Software Engineer Graduate (Global E-commerce-US) - 2025 Start (BS/MS)

Seattle | Regular | R&D | Bachelor/Master Graduates- 20. | Job ID: A161374

Responsibilities

Global E-Commerce Team is a content e-commerce business with international short video products as the carrier. It is committed to becoming the first choice for users to discover and purchase good products at affordable prices. The global e-commerce business team hopes to provide users with a more tailored and efficient consumption experience, enabling merchants to receive reliable platform services in different scenarios such as live e-commerce, and short video content e-commerce, so as to make more affordable and high-quality products sell easily and a better life within reach.

We are looking for talented individuals to join our team in 2025. As a graduate, you will get unparalleled opportunities for you to kickstart your career, pursue bold ideas and explore limitless growth opportunities. Co-create a future driven by your inspiration with ByteDance.

Successful candidates must be able to commit to an onboarding date by end of year 2025.

We will prioritize candidates who are able to commit to these start dates. Please state your availability and graduation date clearly in your resume.

Applications will be reviewed on a rolling basis. We encourage you to apply early.

Candidates can apply for a maximum of TWO positions and will be considered for jobs in the order you applied for. The application limit is applicable to ByteDance and its affiliates' jobs globally.

Online Assessment

Candidates who pass resume evaluation will be invited to participate in ByteDance's technical online assessment through HackerRank.

Responsibilities:

- Develop efficient, highly scalable and secured services that power e-commerce products.
- Optimize backend systems and services for data security, modularity, computational efficiency and scalability.
- Design and develop data services and analytics platforms for e-commerce applications.
- Develop best-in-class user privacy and data security engineering practices across all product engineering disciplines.

Minimum Qualifications:

- Bachelor's or Master's degree in Computer Science or related technical discipline.
- Graduate with a background in Software Development, Computer Science, Computer Engineering, or a related technical discipline.
- Familiarity with backend development, and at least one of Java/Golang/Python/Scala/C++ languages.
- Understanding of data structure, algorithm design and analysis, networking, data security and highly scalable systems design.
- Knowledge of common databases and messaging frameworks like MySQL/Redis/Kafka etc.

Preferred Qualifications:

- Agile, quick self-learner, highly self-motivated with strong sense of product ownership and creative problem solver.
- Deeply passionate about software coding/development and building great mobile/web applications.
- Good collaborator and team player, comfortable working in a fast moving, culturally diverse and globally distributed team environment.

Job Information

【For Pay Transparency】 Compensation Description (Annually)

The base salary range for this position in the selected city is \$119000 - \$168150 annually.

Compensation may vary outside of this range depending on a number of factors, including a candidate's qualifications, skills, competencies and experience, and location. Base pay is one part of the Total Package that is provided to compensate and recognize employees for their work, and this role may be eligible for additional discretionary bonuses/incentives, and restricted stock units.

Benefits may vary depending on the nature of employment and the country work location. Employees have day one access to medical, dental, and vision insurance, a 401(k) savings plan with company match, paid parental leave, short-term and long-term disability coverage, life insurance, wellbeing benefits, among others. Employees also receive 10 paid holidays per year, 10 paid sick days per year and 17 days of Paid Personal Time (prorated upon hire with increasing accruals by tenure).

The Company reserves the right to modify or change these benefits programs at any time, with or without notice.

For Los Angeles County (unincorporated) Candidates:

Qualified applicants with arrest or conviction records will be considered for employment in accordance with all federal, state, and local laws including the Los Angeles County Fair Chance Ordinance for Employers and the California Fair Chance Act.

Our company believes that criminal history may have a direct, adverse and negative relationship on the following job duties, potentially resulting in the withdrawal of the conditional offer of employment:

1. Interacting and occasionally having unsupervised contact with internal/external clients and/or colleagues;
2. Appropriately handling and managing confidential information including proprietary and trade secret information and access to information technology systems; and
3. Exercising sound judgment.

About Us

Founded in 2012, ByteDance's mission is to inspire creativity and enrich life. With a suite of more than a dozen products, including TikTok, Lemon8, CapCut and Pico as well as platforms specific to the China market, including Toutiao, Douyin, and Xigua, ByteDance has made it easier and more fun for people to connect with, consume, and create content.

Inspiring creativity is at the core of ByteDance's mission. Our innovative products are built to help people authentically

express themselves, discover and connect – and our global, diverse teams make that possible. Together, we create value for our communities, inspire creativity and enrich life - a mission we work towards every day.

As ByteDancers, we strive to do great things with great people. We lead with curiosity, humility, and a desire to make impact in a rapidly growing tech company. By constantly iterating and fostering an "Always Day 1" mindset, we achieve meaningful breakthroughs for ourselves, our Company, and our users. When we create and grow together, the possibilities are limitless. Join us.

Diversity & Inclusion

ByteDance is committed to creating an inclusive space where employees are valued for their skills, experiences, and unique perspectives. Our platform connects people from across the globe and so does our workplace. At ByteDance, our mission is to inspire creativity and enrich life. To achieve that goal, we are committed to celebrating our diverse voices and to creating an environment that reflects the many communities we reach. We are passionate about this and hope you are too.

Reasonable Accommodation

ByteDance is committed to providing reasonable accommodations in our recruitment processes for candidates with disabilities, pregnancy, sincerely held religious beliefs or other reasons protected by applicable laws. If you need assistance or a reasonable accommodation, please reach out to us at <https://tinyurl.com/RA-request>

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