



[< Back to jobs](#)

Software Engineer, Mail

Apply

📍 San Francisco, California; New York, New York;

About Us:

We're on a mission to make it possible for every person, team, and company to be able to tailor their software to solve any problem and take on any challenge. Computers may be our most powerful tools, but most of us can't build or modify the software we use on them every day. At Notion, we want to change this with focus, design, and craft.

We've been working on this together since 2016, and have customers like OpenAI, Toyota, Figma, Ramp, and thousands more on this journey with us. Today, we're growing fast and excited for new teammates to join us who are the best at what they do. We're passionate about building a company as diverse and creative as the millions of people Notion reaches worldwide.

Notion is an in person company, and currently requires its employees to come to the office for two Anchor Days (Mondays & Thursdays) and requests that employees spend the majority of their week in the office (including a third day).

About the Role:

Email isn't going anywhere — but it *can* be a lot better. We're building Notion Mail to rethink how communication fits into the bigger picture of your work and life. As a Software Engineer on our team, you'll help create an email experience that's fast, delightful, and seamlessly woven into everything people already love about Notion. You'll collaborate across engineering, product, and design to bring new ideas to life — and you'll have tons of room to shape the foundations of a product still in its early days. If you get excited about big challenges, moving fast, and making everyday tools a little more magical, we'd love to work with you.

What You'll Achieve:

- Design and build the Notion Mail backend, which includes multiple services for API routing, request processing, asynchronous workflows, and AI features
- Architect the foundation for a Notion email service, including email servers, email/spam reputation, and custom domain
- Implement Notion Mail AI features, such as labeling/classification, drafting, and Q&A
- Build a secure foundation for all Mail features, including authorization and authentication, OAuth signup flows across multiple email providers, and secure token and user data management
- Design and implement email delivery and routing systems, including message queueing and processing
- Develop spam detection and filtering mechanisms
- Establish monitoring, testing, & alerting observability systems

Skills You'll Need to Bring:

- Put users first: You think critically about the implications of what you're building, and how it shapes real people's lives. You understand that reach comes with responsibility for our impact—good and bad.
- Pragmatic and business-oriented: You care about business impact and prioritize projects accordingly. You're not just going after cool stuff—you understand the balance between craft, speed, and the bottom line.
- Not ideological about technology: To you, technologies and programming languages are about tradeoffs. You may be opinionated, but you're not ideological and can learn new technologies as you go.
- Empathetic communication: You communicate nuanced ideas clearly, whether you're explaining technical decisions in writing or brainstorming in real time. In disagreements, you engage thoughtfully with other perspectives and compromise when needed.
- Team player: For you, work isn't a solo endeavor. You enjoy collaborating cross-functionally to accomplish shared goals, and you care about learning, growing, and helping others to do the same.

Nice to Haves:

- Knowledge of identity and authentication - OAuth, SAML.
- Experience with email & domains infrastructure, such as email servers, IP reputation, and more.

We hire talented and passionate people from a variety of backgrounds because we want our global employee base to represent the wide diversity of our customers. If you're excited about a role but your past experience doesn't align perfectly with every bullet point listed in the job description, we still encourage you to apply. If you're a builder at heart, share our company values, and enthusiastic about making software toolmaking ubiquitous, we want to hear from you.

Notion is proud to be an equal opportunity employer. We do not discriminate in hiring or any employment decision based on race, color, religion, national origin, age, sex (including pregnancy, childbirth, or related medical conditions), marital status, ancestry, physical or mental disability, genetic information, veteran status, gender identity or expression, sexual orientation, or other applicable legally protected characteristic. Notion considers qualified applicants with criminal histories, consistent with applicable federal, state and local law. Notion is also committed to providing reasonable accommodations for qualified individuals with disabilities and disabled veterans in our job application procedures. If you need assistance or an accommodation made due to a disability, please let your recruiter know. Notion is committed to providing highly competitive cash compensation, equity, and benefits. The compensation offered for this role will be based on multiple factors

such as location, the role's scope and complexity, and the candidate's experience and expertise, and may vary from the range provided below. For roles based in San Francisco or New York City, the estimated base salary range for this role is \$176,000 - \$250,000 per year.

By clicking "Submit Application", I understand and agree that Notion and its affiliates and subsidiaries will collect and process my information in accordance with Notion's [Global Recruiting Privacy Policy](#).

#LI-Onsite

Apply for this job

* indicates a required field

First Name *

Last Name *

Email *

Phone *

Resume/CV *

Attach

Dropbox

Google Drive

Enter manually

Accepted file types: pdf, doc, docx, txt, rtf

Cover Letter

Attach

Dropbox

Google Drive

Enter manually

Accepted file types: pdf, doc, docx, txt, rtf

What are the pronouns that you would like our team to use when addressing you?

Select...

Notion is an in person company, and currently requires its employees to come to the office for two Anchor Days (Mondays & Thursdays) and requests that employees spend the majority of their week in the office (including a third day). Notion reserves the right to adjust these requirements, and wants to ensure that you understand that we prioritize your presence for the magic of in person collaboration. Notion will consider requests for accommodation to this policy, and, upon request, will work with employees to explore a reasonable accommodation for physical or mental disabilities or other reasons recognized by applicable law. Please confirm that you have read and understand Notion's in office requirements and policy. *

Select...

Will you now or in the future require Notion to sponsor an immigration case in order to employ you? *

Select...

If you'll require Notion to commence, i.e., "sponsor," an immigration or work permit case in order to employ you, either now or at some point in the near future, then you should answer yes. An example of an immigration or work permit case that may require sponsorship now or in the future would be an H-1B or other employment-based work permit sponsorship.

LinkedIn Profile

Current Company

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 Notion's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

Gender

Select...

Are you Hispanic/Latino?

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

Select...

Voluntary Self-Identification of Disability

Form CC-305

Page 1 of 1

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

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

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