

# Software Engineer I-III

[Apply](#)

 Oakland, California, United States

Everlaw is looking for Software Engineers ranging from early career folks to those with years of prior experience -- the common denominator we're interested in are strong CS fundamentals, humility, and interest in expanding their skills in new directions. Tackling litigation with technology is a deep challenge that requires search, databases, data visualization, distributed systems, machine learning, real-time collaboration, nifty user interfaces, and more. We will encourage you to explore our entire system and work with significant autonomy across the stack. However, if you have specialized skills you would like to leverage, we welcome that as well. We care about finding self-driven engineers that love their craft, write clean software, use the right tools for the job, and avoid dogma. As a result, we've been able to build quite a bit of sophisticated technology with a small, talented team. Ours is the kind of culture where you'll own serious features, write great code, learn a huge amount, and have a lot of fun. We have a [unique approach to building software](#), which rejects the notions of agile and sprints but counterintuitively yields higher quality code, more new features over time, and happier, more productive engineers.

Engineering is the backbone of the Everlaw Platform. We build features and functionality into the product and ensure its smooth functioning with automation and monitoring tools. We also provide data and insights to the rest of Everlaw. At our core, we like to build, and enjoy the creative process of building software that is smart, works well, scales well, and is reliable and secure. We do this by supporting and empowering our team members to do their best work, by tackling challenging and complex engineering problems, and by nurturing and supporting each team member through mentoring, coaching, and comprehensive feedback.

At Everlaw, **our mission is to promote justice by illuminating truth**. Our company culture is open and vibrant and we're committed to the professional growth of our team members, offering an annual learning and development stipend and regular check-ins with managers regarding career goals. If you're looking for a place that values passion, integrity, thinking big, and a desire to learn, we'd love to hear from you! Think you're missing some of the skills and are hesitant to apply? We do not believe in the 'perfect' candidate and encourage you to apply if you feel you can bring value to our team.

This is a full-time, exempt position based in our Oakland headquarters. Office-based employees are eligible for a hybrid work schedule: in office M/W/Th with the option to work from home Tu/Fr.

## Getting started

- **We want you to feel like part of the team early on!** Our onboarding process will integrate you into the company with informative sessions on our product, policies, processes, and team structure and goals. A dedicated onboarding mentor will guide you through your first few projects.

- **We're excited for you to learn, grow, and contribute right away!** We trust that you'll bring experience and knowledge that will uplift and uplevel the team, but we don't expect you to know everything on Day 1.

## In your role, you'll...

- **Choose from a wide variety of features options**, owning them from inception to release as the sole contributor.
  - **Features that represent the core of our ediscovery platform**, such as Document Upload, Organization, Search, Filtering, Review (assignments, redactions, coding), and Export.
  - **Features related to Infrastructure for our platform** which is served from AWS and uses MySQL/Postgres for relational storage, Java based Jetty web server using Spring framework for business logic, React and Dojo frameworks for frontend UI using Typescript, and Terraform and Ansible to manage deployments.
- **Collaborate with one or more of the Product, Design, Engineering Operations, Security Engineering, and DevOps teams** to build out and implement new features that are used in our production environments.
- **Fix defects in our product** by triaging product or system issues and writing code to debug and resolve these issues.
- **Providing on-call support for the product** by answering questions from customers, and triaging defects and exceptions.
- **Contribute to documentation for internal engineering consumption.**
- **Become product certified!** You will learn the ins and outs of the Everlaw platform through a series of training modules.

## About you

- **You have a BS or MS in Computer Science**, Computer Engineering, Electrical Engineering, Data Science, Computer Information Systems or equivalent coursework.
- **You are authorized to work in the United States.** Please note that currently, Everlaw is not sponsoring employment visas.
- **For SWE I**
  - **You have good knowledge of algorithms** and fundamental computer science concepts.
  - **You have experience and proficiency in coding in a dominant language** such as C++, Java, Python, or Javascript.
  - **You have some experience building small software projects** as part of class assignments or summer internships.
- **For SWE II or higher:**
  - **You have full-time experience** working as a Software Engineer.

## Benefits

- The expected salary range for this role is between \$105,000 - \$181,000. The final offered salary will be dependent upon many factors including the candidate's experience and skills. The base pay range is subject to change in the future.
- Substantial equity

- 401k with company matching
- Health, dental, and vision
- Flexible Spending Accounts for health and dependent care expenses
- Paid parental leave and sick leave
- Seventeen paid vacation days plus ten bankable federal holidays
- Four “Everlawliday” that are designated days off for the whole company
- Annual allocation for Learning & Development opportunities and applicable professional membership dues
- Company-sponsored life and disability insurance

## Perks

- Work in Downtown Oakland, just steps from the BART line and dozens of restaurants
- You will get a powerful Linux laptop and be able to customize your desk setup
- Bond over team lunches and out-of-the-box events
- Ranked “[#1 on G2 for Ediscovery Software and Momentum](#)” and we offer free eDiscovery resources to benefit the greater societal good with [Everlaw for Good](#)
- Time off for company-sponsored volunteer events and 4 paid hours per quarter to volunteer at a charitable organization of your choice
- Take advantage of learning and career development opportunities
- Ranked #9 on Glassdoor's Best Places to Work 2023 for US small and medium companies
- One of [Wealthfront's 2021 Career Launching Companies](#), and ranked #2 on the “[2022 Bay Area Best Places to Work](#)” list by the San Francisco Business Times and the Silicon Valley Business Journal
- One of [Fast Company's World's Most Innovative Companies for 2022](#) and proud contributor of free ediscovery resources to benefit the greater good through “[Everlaw for Good](#)”
- #LI-EJ1
- #LI-Hybrid

## Pursue Truth While Finding Yours

**At Everlaw, we are deeply invested in pursuing the truth, for our clients and for our employees. We know that when you're empowered to pursue your passions, it is reflected in the work.** That's why we're committed to the professional growth of all our team members, offering an annual learning and development stipend and regular career check-ins with managers. If you're looking for a place that values passion, integrity, and a desire to learn, we'd love to hear from you!

### [About Everlaw](#)

We help law firms, government agencies, and corporations sift through millions of documents of evidence in big lawsuits and investigations to find the proverbial smoking gun (or needle in the haystack -- pick your metaphor). It's a multi-billion dollar space typically dominated by service-oriented vendors, and we're coming at it with cutting-edge technology and elegant design. It's working, and we've been growing very rapidly: we host hundreds of terabytes of data and work with all 50 state Attorneys General and hundreds of law firms on some of the most high-profile cases litigated today.

Everlaw is an equal opportunity employer. We pride ourselves on having a diverse workforce and we do not discriminate against any employee or applicant because of race, creed, color, religion,

gender, sexual orientation, gender identity/expression, national origin, disability, age, genetic information, veteran status, marital status, pregnancy or related condition, or any other basis protected by law. We respect the gender, gender identity and gender expression of our applicants and employees, and we honor requests for pronouns. It is our policy to comply with all applicable national, state and local laws pertaining to nondiscrimination and equal opportunity, including the [California Equal Pay Act](#). Pursuant to the San Francisco Fair Chance Ordinance, we will consider for employment qualified applicants with arrest and conviction records.

We collect and process the personal information you provided along with your job application in accordance with our [Applicants Privacy Notice and Notice at Collection](#).

## 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

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## Education

**School**

Select...



**Degree \***

Select...



**Discipline \***

Select...



**End date month \***

Select...



**End date year \***

[Add another](#)

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**LinkedIn Profile**

**Website**

**Is there a nickname, preferred name, or chosen name we should call you by?**

**Please confirm the city AND state you currently reside in: \***

**Would you be willing and able to adhere to Everlaw's coordinated hybrid work schedule of three days per week (M/W/Th) in our Oakland HQ? (With reasonable exceptions and flexibility around work travel) \***

Select...



**Are you authorized to work in the United States without restrictions? \***

Select...

**Will you now or in the future require any type of sponsorship for employment visa status (e.g. H1-B status)? \***

Select...

**How many years of full-time experience do you have as a software engineer (not including internships)? \***

Select...

**What is your favorite programming language and why?**

**Please attach a sample (can be an individual file or zip/gzip of multiple files) of some code you've written, along with a README file or comment describing the sample.**

Attach

Dropbox

Google Drive

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

**How did you hear about Everlaw? \***

Select...

**If you selected Other, Career Fair, or Agency, please specify here**

**Additional Information**

## 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 Everlaw'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... ▼

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## 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](http://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.

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Submit application

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