Software Engineer Public Sector - New Grad

Apply

◎ San Francisco, CA; San Francisco, CA; St. Louis, MO; New York, NY; Washington, DC

Scale AI is seeking highly skilled and motivated Software Engineers to join our dynamic Federal Engineering team. As a part of this team, you will play a critical role in delivering high-impact AI-powered mission solutions for government customers. Our scalable and high-performance platform forms the foundation for these solutions, and your expertise will be instrumental in designing and implementing systems that help us bring cutting edge predictive and gen AI to the US Government and its allies.

You will:

- Design and implement scalable backend systems for Federal customers, leveraging Scale's modern and cloud-native AI infrastructure.
- Collaborate with cross-functional teams to define and execute the vision for backend solutions, ensuring they meet the unique needs of government agencies operating in secure environments.
- Develop distributed systems, data-intensive applications, and machine learning infrastructure to enable real impact for mission owners.
- Build robust and reliable backend systems that can serve as standalone products, empowering customers to accelerate their own AI ambitions.
- This role requires you to be eligible for a US Government security clearance up to TS/SCI. Scale will endorse your application for this clearance, and does not require you to have one to apply.

Requirements:

- A graduation date in Fall 2024 or Spring 2025 with a Bachelor's degree (or equivalent) in a relevant field (Computer Science, EECS, Computer Engineering, Statistics).
- Product engineering experience such as building web apps full-stack, integrating with relevant APIs and services, talking to customers, figuring out 'what' to build and then iterating.
- Previous Computer Science/Software Engineering Internship experience.
- Track record of shipping high-quality products and features at scale.
- Experience building systems that process large volumes of data.
- Experience with Python, React, Typescript and/or MongoDB.

Ideally you'd have (Or are willing to learn):

- Full Stack Development: Proficiency in both front-end and back-end development, including experience with modern web development frameworks, programming languages, and databases.
- Cloud-Native Technologies: Familiarity with cloud platforms (e.g., AWS, Azure, GCP) and experience in developing and deploying applications in a cloud-native environment. Understanding of containerization (e.g., Docker) and container orchestration (e.g., Kubernetes) is a plus.
- Data Engineering: Knowledge of ETL (Extract, Transform, Load) processes and experience in building data pipelines to integrate and process diverse data sources. Understanding of data modeling, data warehousing, and data governance principles.
- Machine Learning Infrastructure: Familiarity with machine learning frameworks (e.g., TensorFlow, PyTorch) and experience in designing and implementing machine learning infrastructure. Understanding of model serving, monitoring, and deployment strategies is beneficial.
- Problem Solving: Strong analytical and problem-solving skills to understand complex challenges and devise effective solutions. Ability to think critically, identify root causes, and propose innovative approaches to overcome technical obstacles.
- Collaboration and Communication: Excellent interpersonal and communication skills to effectively collaborate with cross-functional teams, stakeholders, and customers. Ability to clearly articulate technical concepts to non-technical audiences and foster a collaborative work environment.
- Adaptability and Learning Agility: Willingness to embrace new technologies, learn new skills, and adapt to evolving project requirements. Ability to quickly grasp and apply new concepts and stay up-to-date with emerging trends in software engineering.

Compensation packages at Scale for eligible roles include base salary, equity, and benefits. The range displayed on each job posting reflects the minimum and maximum target for new hire salaries for the position, determined by work location and additional factors, including job-related skills, experience, interview performance, and relevant education or training. Scale employees in eligible roles are also granted equity based compensation, subject to Board of Director approval. Your recruiter can share more about the specific salary range for your preferred location during the hiring process, and confirm whether the hired role will be eligible for equity grant. You'll also receive benefits including, but not limited to: Comprehensive health, dental and vision coverage, retirement benefits, a learning and development stipend, and generous PTO. Additionally, this role may be eligible for additional benefits such as a commuter stipend.

Please reference the job posting's subtitle for where this position will be located. For pay transparency purposes, the base salary range for this full-time position in the locations of San Francisco, New York, Seattle is:
$124,000 - $145,000 USD

PLEASE NOTE: Our policy requires a 90-day waiting period before reconsidering candidates for the same role. This allows us to ensure a fair and thorough evaluation of all applicants.

About Us:

At Scale, we believe that the transition from traditional software to AI is one of the most important shifts of our time. Our mission is to make that happen faster across every industry, and our team is transforming how organizations build and deploy AI. Our products power the world's most advanced LLMs, generative models, and computer vision models. We are trusted by generative AI companies such as OpenAI, Meta, and Microsoft, government agencies like the U.S. Army and U.S. Air Force, and enterprises including GM and Accenture. We are expanding our team to accelerate the development of AI applications.

We believe that everyone should be able to bring their whole selves to work, which is why we are proud to be an inclusive and equal opportunity workplace. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability status, gender identity or Veteran status.

We are committed to working with and providing reasonable accommodations to applicants with physical and mental disabilities. If you need assistance and/or a reasonable accommodation in the application or recruiting process due to a disability, please contact us at accommodations@scale.com. Please see the United States Department of Labor's Know Your Rights poster for additional information.

We comply with the United States Department of Labor's Pay Transparency provision.

PLEASE NOTE: We collect, retain and use personal data for our professional business purposes, including notifying you of job opportunities that may be of interest and sharing with our affiliates. We limit the personal data we collect to that which we believe is appropriate and necessary to manage applicants' needs, provide our services, and comply with applicable laws. Any information we collect in connection with your application will be treated in accordance with our internal policies and programs designed to protect personal data. Please see our privacy policy for additional information.

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

Education

School

Select... ▼

Degree *

Select... ▼

Start date year *

End date year *

Add another

LinkedIn Profile

Website

I confirm that my graduation date will be either Fall 2024 or Spring 2025 * ▾

Select...

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 Scale AI'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   OMB Control Number 1250-0005
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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