

Senior Software Engineer, Backend, Trust & Safety

Apply Now

Company: Affirm, Inc.

Location: Poland

Category: computer-and-mathematical

Affirm is reinventing credit to make it more honest and friendly, giving consumers the flexibility to buy now and pay later without any hidden fees or compounding interest.

We are looking for **Senior Software Engineers** specializing in **Backend development**. The team is located entirely in Poland, including the Engineering Manager and Product Manager, however it requires a close collaboration with US stakeholders and engineers.

The **Fraud Ops and Compliance Tools** team's mission is to empower operations and compliance orgs by building tools that help Identify, mitigate and report fraudulent and suspicious activity. In leading this team you'll help Affirm be compliant by building a global sanctions screening engine, case management system, and Anti-money laundering risk rating model.

Affirm is growing fast and we want you to enable us to scale our products to 10x and beyond through building world-class systems which enable Affirm in its mission to provide honest financial products which improve lives.

We are only just getting started! Come join us as we build a beloved, lasting financial services brand predicated on honesty and trust. It's going to be an amazing ride!

What You'll Do

Work cross-functionally with colleagues in Machine Learning, Product, Compliance, Analytics and Fraud Ops teams to set and execute our financial crimes mitigation strategy and improve Fraud Operations efficiency.

Write high-quality code **Python** that can be easily understood and leveraged by others.

Build APIs and workflows to work within micro-service and event-driven architectures.

Review others' work and provide constructive feedback in order to maintain high and consistent quality standards across teams.

Take an active role in mentoring junior engineers, and the processes that support team growth and efficiency.

Effectively incorporate needs and opinions from stakeholders, advocate for ideas and initiatives, and create a common understanding where all voices are heard.

Conduct technical and soft skill evaluations to inform and influence the hiring decisions.

Develop and review the technical content and requirements of the interview process.

What We Look For

5+ years of software engineering experience, including at least 1 year in a senior-level position.

Strong coding skills are essential, with a preference for proficiency in Python. However, we value language-agnostic abilities and welcome expertise in other programming languages.

Superb sense of ownership and accountability. You are not afraid to tackle challenges head-on and take responsibility for innovative solutions.

A strong understanding of distributed systems and how architectural decisions affect performance and maintainability.

Excellent communication skills, both written and verbal. Must be proficient in asynchronous mode of communication—written tech specs, wiki, project plans, etc.

Excellent project management skills—high degree of organization and ability to surface critical information effectively.

Work with our Product team to extend our core decisioning service; building new risk and fraud mitigation features.

Passion for working with multi-functional teams including Product, Design, Analytics and Business teams.

Experience with AWS and/or other cloud providers is a plus.

Experience with Snowflake and dbt is a plus.

Experience with Airflow is a plus.

Compensation & Benefits

We offer a competitive package, with some highlights listed below. However, the given figures are not guaranteed compensation ranges; rather, they are unbinding, approximate indications of what the salary may be for your awareness. The actual salary may be less than the lower range or greater than the upper range, depending on skills and experience. No employee is guaranteed salary at the amount of the lower range.

Targeted Gross Monthly Salary **22,050 - 27,500 PLN**

Flexible Spending Wallets for tech and lifestyle

Generous time off policies

Away Days - wellness days to take off work and recharge

Learning & Development programs

Parental leave

Robust health benefits

Employee Resource & Community Groups

Pay Grade - POL30

Employees new to Affirm or promoted into a new role, typically begin in the min to mid range.

POL base pay range per year:

Min: 264 500 zł

Mid: 330 600 zł

Max: 396 800 zł

Location - Remote Poland

*The majority of our roles can be located anywhere in Poland.

This job description is not a contractual document, and is not intended to have binding force.

Cross References and Citations:

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