Software Engineer, Early Career

Apply Now

Company: Affirm, Inc.

Location: Warsaw

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.

Are you passionate about software engineering and eager to make a real-world impact?

Join us on a journey where your coding skills will shape the future of finance.

We're excited to launch this brand new **hybrid office program** for computer science or related majors. The program will kick off in summer 2024.

You will be based out of our office in **Warsaw**.

This first year of this program requires you to work out of the office for three days a week —Tuesday, Wednesday, and Thursday—to collaborate with your team, early career Affirmers, and your engineering mentor. You'll experience the best of both worlds: the in-office experience and remote work. After the one-year, you can remain hybrid, go remote, or stay in an office.

You'll be paired with an engineering mentor who you'll work alongside and meet with weekly.

Sample of Past Projects:

Developing and growing Affirm's , including designing and implementing text-to-apply support with store-specific SMS codes.

Building batch data pipelines to improve the resiliency and accuracy of Affirm's loan origination processes with its originating bank.

Conducting a major overhaul of Affirm's cryptography platform, which is used to encrypt sensitive customer data and perform other cryptographic operations. Additionally, designing and implementing a public key infrastructure for mutually authenticated and encrypted communication between backend services.

What We Look For:

Bachelor's degree in Computer Science, a related field, or equivalent training/fellowship/work experience

Experience with one of the following languages: Python, C/C++, Java, Kotlin, Javascript, reactJS and/or similar languages

Familiarity with deployment and automated testing frameworks

Ability to collaborate with your team in a fast-paced environment

Passion and drive to change consumer banking for the better!

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 **16,450PLN**

Type of employment: Contract of Employment

Flexible Spending Wallets for tech, food 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

This role is eligible for creative tax benefits, subject to applicable law and company policy

Pay Grade - POL 28

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: 197,200 zł

Mid: 241,500 zł

Max: 285,900 zł

Location - Warsaw, 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.

Affirm is proud to be a remote-first company! The majority of our roles are remote and you can work almost anywhere within the country of employment. Affirmers in proximal roles have the flexibility to work remotely, but will occasionally be required to work out of their assigned Affirm office. A limited number of roles remain office-based due to the nature of their job responsibilities.

We're extremely proud to offer competitive benefits that are anchored to our core value of people come first. Some key highlights of our benefits package include:

Health care coverage - Affirm covers all premiums for all levels of coverage for you and your dependents

Flexible Spending Wallets - generous stipends for spending on Technology, Food, various Lifestyle needs, and family forming expenses

Time off - competitive vacation and holiday schedules allowing you to take time off to rest and recharge

ESPP - An employee stock purchase plan enabling you to buy shares of Affirm at a discount

We believe It's On Us to provide an inclusive interview experience for all, including people with disabilities. We are happy to provide reasonable accommodations to candidates in need of

individualized support during the hiring process.

[For U.S. positions that could be performed in Los Angeles or San Francisco] Pursuant to the San Francisco Fair Chance Ordinance and Los Angeles Fair Chance Initiative for Hiring Ordinance, Affirm will consider for employment qualified applicants with arrest and conviction records.

By clicking Submit Application, you acknowledge that you have read the for applicants within the United States, the for applicants applying from Poland, the for applicants applying from Spain, or the for applicants applying from the United Kingdom, and hereby freely and unambiguously give informed consent to the collection, processing, use, and storage of your personal information as described therein.

Apply Now

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