

Poland Jobs Expertini®

Staff Software Engineer (Repayments)

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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.

The Repayments Platform team is looking for a Staff Software Engineer specializing in Backend development. The team is located entirely in Europe with Poland as our base of operations.

This role requires a high level of technical capability, leadership skills, strong cross-functional communication and a creative mindset. You'll start by leading the technical initiatives of one of our teams while slowly expanding your area of responsibility with the end goal of leading several teams initiatives. If this sounds like something you'd be interested in, don't hesitate and apply now!

What You'll Do

Contribute to the design and implementation of large scale and low latency services, elegant abstractions, shareable libraries, and robust APIs.

Lead and mentor engineers to help them succeed and grow. Provide them with the right context and train them to take ownership of their respective pieces of our initiatives.

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

Partner with other engineering teams and third-party vendors to develop reliable and scalable solutions to a wide range of problems.

Review others' work and provide reinforcing and constructive feedback to meet our high quality standards.

What We Look For

+7 years of development experience.

Experience leading design and execution and delivery of backend software projects.

Experience with AWS and/or other cloud providers like Azure , GCP etc;.

Experience with designing and owning highly available, fault-tolerant backend systems using cloud storage services.

Strong understanding of CS fundamentals such as Distributed Systems, Database Systems, Operating Systems, algorithms, and data structures. Hands-on coding and debugging experience using modern software delivery methods to develop services using Python, Go, or JVM-based languages (Java, Kotlin, Scala).

Experience building software for database administration or experience with devops for databases is a plus.

Working knowledge of OLAP systems like Snowflake, Redshift , BigQuery and Table formats like Apache Iceberg , HUDI, Delta Lake is a plus.

Eager to learn new things and have a growth mindset.

Machine learning experience is a bonus but it's not required.

At least one of:

- Experience working in Database, SRE, or Infrastructure teams in the past, or have operated a distributed data storage system such as MySQL, Kafka, Cassandra, or others.
- Experience with Service-Oriented Architectures (SOA). We use technologies such as Kubernetes, Docker, gRPC, Envoy, Istio, Celery/RabbitMQ, and NGINX, but we are always looking for new technologies to adopt.

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 **25,792 - 32,231 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

This role has a potential sign-on bonus of up to 10% of your base salary. Eligibility is determined at the offer stage.

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

Pay Grade - POL31

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: 309,500 zł

Mid: 386,800 zł

Max: 464,200 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.

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