Hello!

I graduated in 2009 and I'm now working at a ~5yo startup in Palo Alto called "Infer" (www.infer.com). The company just got $25mm in series-B funding and is trying to hire ~40 people by the end of the year, so everyone working there has been asked to reach out to their networks to try to find smart people to join us. Anyone with a CS / physics / math degree (or similar) has a good shot at a software engineering position.

What's the company like?
- Our mission is to use machine learning to help salespeople decide which potential customers to focus on.
- We have $30mm in VC funding. We're backed by Andreessen Horowitz, Redpoint Ventures, Sutter Hill Ventures, and others.
- We're located just a few blocks from Stanford University.
- The cofounders graduated from UC Berkeley with degrees in CS, one of them was accepted to MIT's CS PhD program, another was accepted to Stanford's CS PhD program, the third one started a major product at Yahoo and is very knowledgeable about the ins-and-outs of Silicon Valley. So this isn't a "Facebook for cats" startup.
- Our Chief Revenue Officer was the first sales hire and Executive Vice President of Sales at Box (which just went public). He grew Box’s sales team from just himself to 400+ people before leaving a few months ago to join Infer.
- We have about 40 employees and are aiming to expand to about 80 by the end of the year; it's about 50/50 engineers / sales.
- Almost all the employees are in their 20s / early 30s.
- The jobs pay very well. Glassdoor gives a pretty good idea of what to expect - http://goo.gl/ck72Dy
- The work environment is very cushy: we compete with Google, Facebook, and Apple for talent. Free lunches three times a week, free snacks and drinks, great benefits, a relaxed work environment, a flexible vacation policy, work-from-home Wednesdays, bughouse (chess) games, high ceilings. It’s by far the most pleasant job I’ve ever had.

What's the expected experience?
- Experience with our technology stack isn’t required but it's obviously preferred (especially with Python).
- No full-time experience is necessary, although it seems like the recent graduates who have gotten hired have had internships at brand-name companies (Microsoft, Google, Yelp, Disney).
- We have a physics PhD and two math PhDs working on our team as programmers and they've been performing very well, so I think anyone with a CS / physics / math degree (or similar) would have a good shot at a software engineering position.
- By far the most important factor in whether you get hired is whether you impress the other engineers during your interviews. That means demonstrating good problem-solving skills, thinking out-loud, being open to suggestions from your interviewer on how to solve a coding problem, and hopefully demonstrating some knowledge of Python / algorithms.

What type of work will I be doing?
- The dev jobs are split into frontend and backend. We have ~14 mainly-backend engineers and 1 dedicated-frontend engineer, so you'll probably be interviewing for a backend position.
- Tasks include: adding features to our web scraper, incorporating new data sources into our model-building engine, creating monitoring tools, investigating sources of slow-down in our modeling engine, adding features to our internal model-building web app, and just generally creating new ways to help our customers predict which potential customers to focus on.

What's the technology stack?
- Python backend, Coffeescript frontend. Postgres databases, Linux production environment, and git+gerrit for our VCS.
- Don’t worry if you don’t know what some of those things are. You can pick it up quickly.

What's the interview process?
It's the typical process for Silicon Valley companies:
1. Resume screen.
2. Phone screen (~1 hr) focusing on a programming problem (like what you'll see on HackerRank / Project Euler).
3. Final screen: 3-4 hours of interviews with multiple engineers (ie 1 hour per engineer) with each giving a different programming problem.

Ok, I’m interested. How should I apply?
- Email me your resume: nathan.wailes@gmail.com or nathan@infer.com. I’ll be able to look it over and make suggestions before sending it on so you’ll have a better chance of getting an offer.
Below is the software-engineer job listing as it appears on our website:

Software Engineer

We are looking for talented and practical engineers. At Infer, the engineers play a big role in defining product directions and setting priorities. We wear many technical hats, and work end-to-end-to-end – from interacting with customers to architecting solutions, and from backend to frontend.

We primarily use Python, Linux, Postgres and git for our core engineering, with dashes of CoffeeScript for building our UIs. We’re constantly evaluating new technologies and libraries, and firmly believe an engineer should be able to pick the best tool for the job.

Infer is still a small, flexible team, so one of your most important responsibilities will be identifying your next tasks and prioritizing them among your existing ones.

https://www.infer.com/careers/

And here’s the job description as it appears in our HackerNews job posting:

- Team: ~35 people, ~10 engineers from MIT, Berkeley, CMU, Google/Google Research, Facebook, Y Combinator, Microsoft Research, Palantir, Jane Street, IBM Research, Yahoo! Research, ... (https://www.infer.com/about-us)
- Investors: Red Point, Andreessen-Horowitz, Sutter Hill Ventures, Social+Capital, ...
- Customers: Box, Jive, Tableau, Zendesk, AdRoll, Nitro, New Relic, Optimizely, and many more (https://www.infer.com/customers)
- Product: machine learning applications for non-technical users to help their businesses more effectively win and retain customers
- Looking for: strong engineers and data scientists excited to join an early-stage startup to help grow & shape the company

EXCEPTIONS OF RESPONSIBILITIES
- Build on and extend our sophisticated model training pipeline that uses data extracted from the web and other sources
- Build beautiful visualizations to communicate results and frontends to allow non-technical users to build complex models
- Develop and operate secure, scalable cloud infrastructure to manage and process customers’ large, confidential datasets
- Create and shape the processes used to guide the engineering team to work together effectively

QUALIFICATIONS
- BS/MS/PhD in Computer Science, Statistics, Math or related fields
- Depth in software engineering, algorithms, and general analytical problem-solving
- Familiarity with Python preferred

Here are two pictures of what the office looks like (I was curious about this when I was applying). It’s just one big room and 4 smaller meeting rooms. No cubicles. We’re looking for a new office because we’ve just about grown out of this one.