

Senior Full-stack Engineer – Startup with ESOP

Are you an experienced developer eager to work with cutting-edge technology, AI-assisted development tools, and a modern stack? Do you enjoy building full-stack applications from the ground up and want to make a real impact in a fast-growing startup?

About Us

FLAE Robotics is pioneering humanoid technologies. We're building the world's first AI robotic receptionist for hotels, transforming the future of the hospitality industry.

1. **Startup, not corporate.** Join our early-stage team and help shape the company's success through our ESOP program. This is not a role for those looking to maintain existing systems in a corporate environment.
2. **Hands-on, full-stack development.** You will build both backend services and responsive frontends while mentoring others and contributing to architecture decisions.
3. **Hybrid, not 100% remote.** We strongly believe in face-to-face collaboration, so we meet in our Prague office at least once a week.

Summary

As a Senior Full-stack Engineer, you'll be at the core of our development efforts, designing, building, and scaling robust web applications using Python (or Node.js/C#/Java with willingness to transition), React, and modern development tools. You'll boost productivity with AI coding assistants like Copilot, Cursor, and Windsurf, and help us stay at the forefront of technology.

Responsibilities

- Develop end-to-end features across the stack (React + Vite + Python/Node.js)
- Build fast, accessible, and responsive UIs in React with Redux
- Design and implement backend services using HTTP, REST, and GraphQL
- Collaborate closely with product and design teams to shape the user experience
- Work with relational databases (e.g., PostgreSQL), from schema design to performance tuning
- Contribute to the evolution of our service-oriented architecture
- Leverage AI tools (Copilot, Cursor, etc.) to maximize development efficiency
- Conduct code reviews and mentor junior engineers
- Actively participate in architecture design and infrastructure decisions

Qualifications

- Expert-level experience with Python or similar backend language
- Deep experience with React, Redux, and modern frontend tooling (e.g., Vite)
- Strong knowledge of relational databases (PostgreSQL preferred)
- Solid understanding of HTTP, REST, GraphQL, and service-oriented architectures
- Comfortable with Linux, command-line tools, and Git workflows
- Experience using AI-assisted development tools (e.g., Copilot, Cursor, Windsurf)

Nice to Have

- Experience with containerization (Docker, Kubernetes) and cloud platforms (Azure, AWS, GCP)
- Familiarity with testing frameworks (Jest, PyTest, etc.)
- Previous experience in a fast-scaling startup environment

What We Offer

- Competitive compensation with ESOP participation
- Flexible working hours and partial remote work
- Access to state-of-the-art tools and AI technologies
- A culture focused on quality, autonomy, and developer productivity
- A unique opportunity to help build revolutionary hotel technology from the ground up

If you're passionate about building great software and excited by the potential of AI in development, we'd love to hear from you!

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