Job Title: Director of AI Engineering

Location: San Francisco Bay Area, Remote/Hybrid Possible

About Us:

We are a new start-up at the forefront of agentic AI, developing cutting-edge tools, infrastructure, frameworks, and AI agents to empower our clients in integrating intelligent automation into enterprise and consumer workflows. Our approach blends the latest technologies with custom solutions where necessary, ensuring seamless and impactful AI-driven experiences.

Position Overview:

We are seeking a Director of AI Engineering to lead and manage our team of senior AI engineers. This role requires a highly skilled technical leader with expertise in full-stack software engineering, AI-driven workflows, and scalable architecture. In addition to being technically proficient, the Director will play a crucial role in setting strategic direction, mentoring engineers, and driving execution across multiple AI projects.

Key Responsibilities:

- Lead, mentor, and manage a team of senior and junior AI engineers.

- Architect, design, and implement full-stack AI-driven solutions for enterprise and consumer applications.

- Drive software development using an AI-first methodology—prioritizing AI-assisted design, coding, testing, and optimization workflows.

- Collaborate with product and design teams to prototype and iterate rapidly, using AI-assisted agents to model system behavior and user flows.

- Drive engineering excellence, ensuring security, scalability, reliability, and maintainability of software solutions.

- Implement APIs, RESTful services, and WebSocket-based communication systems.

- Optimize application performance and scalability in cloud and on-prem environments.

- Ensure the successful release of high-quality software, meeting enterprise standards and customer expectations.

- Work closely with leadership to align engineering efforts with business goals and product strategy.

Qualifications:

- Bachelor's degree or higher in Computer Science, Computer Engineering, Data Science, Machine Learning, or a related field.

- 8+ years of experience in software engineering, with at least 5+ years of experience leading software development teams.

- Proven track record of managing engineering teams, mentoring developers, and delivering successful AI or software products.

- Experience building and shipping products where AI was embedded in the **development lifecycle** (code generation, test synthesis, documentation).

- Proficiency in Node.js, TypeScript, and Python, with experience in modern web technologies.

- Mindset geared toward **continuous learning** and adaptation as new AI coding tools and frameworks emerge.

- Strong understanding of cloud platforms, containerization, and DevOps best practices.

- Experience with enterprise software development, including security, scalability, reliability, and maintainability.

- Demonstrated experience in releasing high-quality software products.

- Strong leadership, communication, and project management skills.

- Familiarity with AI/ML concepts, and understanding of model limitations, safety, and hallucination handling in coding contexts.

Preferred Experience:

- Hands-on experience with AI/ML frameworks and deployment

- Contributions to open-source projects or experience supporting developer ecosystems.

- Experience working with real-time systems, streaming data, or event-driven architecture.

- Familiarity with distributed computing and microservices.

- Experience in a start-up or high-growth company environment.