



Founding Software Engineer

Kernel Networking & Distributed Systems

Highlights

- 📍 Fully Remote
- 💰 ≥ \$200k + ≥ 2%
- 👤 Reports to CEO
- 📅 Unlimited Time Off
- 🏠 Paid Vacation Expenses
- 💻 \$4k Device Allowance
- ❤️ Medical/Dental/Vision
- 🏊 Gym Allowance
- 📖 Learning Allowance

About Us

At **Formal**, we're rethinking serverless *from scratch*: we're building a new computing stack for instant, globally available, truly elastic, soundly isolated execution. We want anyone to be able to easily deploy their software on our machines and have it instantly react to inbound requests with bare-metal performance. We're leveraging formal methods to build OS interfaces and compilers for low overhead, formally verified isolation without containers or VMs. Our stack is simultaneously more secure and performant than anything else out there.

We believe in moving deliberately, with care, and breaking nothing. Incredible developer experiences govern how we think about the software we write.

Our Tech Stack

We write mostly in Rust, use `git`, prefer CLIs to GUIs and love OSS.

Equal Opportunities

Formal is an equal opportunity workplace. We understand, accept, and value differences amongst people and their backgrounds. We provide everyone fair opportunities to attain their full potential and actively promote a sense of belonging and wellness.

Expectations

You'll lead design and development of a NIC driver, networking interfaces, and a low-level globally distributed networking layer. You'll work closely with the OS and compiler teams to integrate networking into our computing stack and a public-facing product. Expect to write and review design documents and lots of code.

Responsibilities

- Inherit and develop a from-scratch networking stack
- Design, justify, and implement kernel networking interfaces that are continuously tested and verified correct
- Collaborate and co-design with OS and compilers teams to tightly integrate networking subsystems into the product
- Participate in both sides of code reviews
- Actively anticipate and communicate future roadblocks
- In the future, lead a team of networking software engineers

Qualifications

- 3+ years of kernel-level networking engineering experience
- Deep understanding of networking and distributed system design: routing, congestion, queuing and scheduling
- Familiarity with networking specifications and ability to implement them: Ethernet, ARP, IP, ICMP, TCP, UDP, HTTP
- Ability to read, digest, and apply OS and networking research, especially regarding security and performance
- Mastery of Rust or C or C++
- Familiarity with the technologies we use: `git`, markdown, HTML, CSS, LaTeX, SQL, python, bash, and more
- High level of independence and autonomy
- Ability and willingness to document, teach, and explain complex technical problems and solutions

Compensation & Benefits

Compensation is comprised of a competitive market salary and stock grant conditioned on a vesting schedule. Benefits include unlimited paid and unpaid vacation time, reimbursable vacation expenses (transportation and lodging up to \$1k), a triennial \$4k computing device allowance, comprehensive medical, dental, and vision insurance, a \$120 monthly gym allowance, and \$250 yearly to spend on anything educational.