Job Title: Software Developers – Forecasting Platform

Contract: Permanent

Salary: Competitive, depending on experience.

Location: In-Person Remote or Hybrid (Flexible – Subject to Discussion)

Cassi is growing our business around our forecasting and strategy platform, while pursuing our R&D to keep pushing the frontier in AI forward. We are early-stage, currently consistently in the top two globally for LLM forecasting, moving at high tempo, pursuing an ambitious product roadmap while iteratively improving our platform as we go.

We are open to applications from talented individuals and will, where able, tailor roles to your skills and experience.

You will be building an ambitious product that combines AI integration, statistical modelling, and modern UI/UX, delivered as both a SaaS platform and a closed-network deployment.

As a start-up your duties will vary according to customer needs and requirements. We're a start-up, so like everyone else you'll be doing what it takes to enable our shared success from the exciting to the menial.

We are building AI, and increasingly Agent, first. You will be expected to experiment and adapt as we integrate new tools and adjust our workflows to maximise our efficiency and effectiveness. We recognise software development is changing fast, and we want you to help us adapt to thrive in this new era, as we help you do the same (as best we all can – no one – not even those building perhaps the world's leading forecasting platform - really knows how far and fast automation will change all our lives – our promise to you is that once you are on the Cassi team, we will seek to look after you and adapt to the uncertainty together).

You will work between our product designer, lead back-end software developer, lead AI-developer, Cyber Director and Chief Innovation Officer in a close-knit team. We are growing fast, so you are likely helping others settle in as they join too.

What You'll Be Doing

• Working AI first

- **Building Cassi's Forecasting & Strategy Workflows**. Designing systems that support integrated AI features and advanced statistical analysis

- **Developing UX while Scaling.** Contributing to ongoing development with a focus on performance, scalability, and user experience

- **Enabling & Supporting Good Design.** Working with our UI/UX lead to build clean, responsive interfaces and interactive dashboards

- **AI-First Development.** Tracking, briefing us on, experimenting with and integrating new tools and approaches, AI-first.

- **From Concept to Capability.** Collaborating with domain and AI experts on probabilistic models, decision-theoretic outputs, and empowered AI agents

- **Full Stack**. Working across the full stack primary focus for next hires is backend development.

Ideal Candidate

You'll thrive in this role if you are:

- Comfortable in ambiguity, thrive in greenfield environments, and able to create structure through discipline.

- Open to new ideas and keen to experiment with and adopt new tools

- Low ego, high standards, high discretion.

- Enthusiastic in your work ethic and flexibility

- Experienced in large distributed complex systems

- Excited by building and deploying AI platforms

- Fluent in modern software languages, with strong software engineering principles (1+ year industry experience minimum)

- Passionate about statistics, forecasting, probabilities, or decision theory - you don't need a PhD, but you should get excited about these topics

- Familiar with secure deployment in both cloud and air-gapped environments

Why Join Us?

This is a chance to build something meaningful from what are still our early stages - a platform where every design decision matters, and your technical insight will help shape the future of decision-making, strategy, tactics and more. We're a high-ambition, high-performance team looking to create a team where you feel you belong, that is committed to excellence and confronting issues over compromise. You will be encouraged to learn and grow from the day you arrive.

What "Developer" means at Cassi

A Cassi Developer is a product engineer: you ship end-to-end capability, not isolated code. You care about the user workflow as much as the implementation, and you take responsibility for the full path from data and models through to interface and deployment.

You will be respected for your skill and experience in software development, admired for understanding how far and how fast the field is changing. We are with Andrej Karpathy who argues that "…the new default is that you are not writing the code directly 99% of the time, you are orchestrating agents who do and acting as oversight." And Linus Torvalds, who is now experimenting with AI-generated code and noted in Github that it is was much better than he could do by hand. We believe your expertise and experience is best employed through and with tools that are improving in capability at accelerating rates You should be able to demonstrate prior to onboarding, your ability to apply modern AI coding practices securely. The tools change, but your standard stays hard-edged: tests, review, observability, thorough documentation and clear interfaces.

We encourage you to think AI-first for all that everyone at the business does – well beyond your own role. As an AI-first company we want to push the boundaries in Agentic AI – how much can be automated? How do we design the best possible workflows to ensure Cassi's remarkable capability are applied to enable our own success?

What we will measure (how you know you are winning)

- You deliver production features that increase user engagement;
- You ship with quality: reduction in number of user-reported issues;
- You improve performance and UX as the platform scales (latency, responsiveness)
- You build security and deployment reality into the work (fewer vulnerabilities identified during evaluation and testing)
- You create leverage: automation, tooling, and AI-assisted workflows that shorten cycle time without lowering standards (increased GitHub commits, faster-than-expected Product Roadmap progress)

- You are a force multiplier: unblock others, raise the bar in reviews, and share what you learn (others report your value as someone sharing, adoption and adapting tools and know-how).
- Your documentation enables the onboarding of new developers and code inspection to proceed with ease, even in your absence.

Reading list

- The First 90-Days, Michael Watkins. https://amzn.eu/d/0an3AGuu

- OWASP Application Security Verification Standard (ASVS) and OWASP Top 10
- Behaviour Driven Development: https://cucumber.io/docs/bdd/
- Specification Driven Development: https://github.blog/ai-and-ml/generative-ai/spec-driven-development-with-ai-get-started-with-a-new-open-source-toolkit/
- The Goal: A Process of Ongoing Improvement Paperback – 22 April 2022 by Eliyahu M. Goldratt (Author), Jeff Cox (Author) https://amzn.eu/d/0iVT4Csa
- The Phoenix Project: A Novel About IT, DevOps, and Helping Your Business Win Paperback – Sept. 3 202, by Gene Kim (Author), Kevin Behr (Author), George Spafford (Author) https://a.co/d/0g7IxtHn
- Algorithms to Live By: The Computer Science of Human Decisions Paperback by Brian Christian (Author) https://a.co/d/0jhCCrT8 [found while curating this list with our developers, and one we wished we'd read, and now plan to].
- What have we missed? Tell us at interview.