



ABOUT US

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POSITION

Full-stack Scala / React
developer

LOCATION

Paris, France.

CONTACTS

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WHO WE ARE

Spideo started when cinephiles wanted to build a recommender system for the movie industry in 2010. Today, we're an established 25 people diverse and gender balanced company. We're opening Full-stack Scala/React Developer positions to accelerate our SaaS strategy for creative industries.

We're experts in delivering great Personalization for our global clients and have a firm conviction that Artificial Intelligence creates wealth and knowledge when combined with Transparency, fair data Control and outstanding Human expertise.

WHAT WE DO

In the past, recommender systems have been dominated by collaborative filtering methods. AI and machine learning are at the core of recommendation models, and the possibilities are endless when including heterogeneous content information such as text, images, audio and video. However, the limit of probabilistic approaches versus what we are building at Spideo, is their opacity. They behave as black boxes.

Providing explainable predictions is an arduous task. But that's the beauty of it. People define themselves by the movies they watch, what music they listen to, where they travel, and all cultural traits that make us who we are. This feeling of identification is the main specificity of cultural and creative industries. Individuals engage when they can rely on a trusted source that understands who they are, respects their integrity and their data. We use semantics and natural language to provide accurate, trustworthy and highly relevant suggestions.

Backed by 7 years of interactions with our customers, we are driving our product development with two simple statements:

- > Explanations matter as much as recommendations.
- > Data Protection is a great opportunity for personalization.

WHO YOU ARE

You have:

- Strong experience with Scala, Akka and React.
- At least 5 years experience overall (including other technologies).
- Some devops skills. Knowledge of Docker and AWS would be much appreciated.



HIRING PROCESS

First stage
Technical front-end challenge
from home

Second stage
Technical back-end challenge
from home

Third Stage
On site interview with Tech
Team

Final Stage
On site interviews
- cultural fit with VPE
- meeting with COO
or CFO

COMPENSATION

Salary to be discussed
between 55 and 75k euros
per year depending on
curriculum and experience.

You are:

- Fully efficient in functional programming and react.js, and demonstrate at least 1 year of experience working with a similar stack.
- Open to sharing your experience and support team mates to grow into excellence.
- A team player. You respect and honour feedback from all coworkers.

WHAT TO EXPECT AT SPIDEO

We are a small engineering team.

Our next generation of services are being built around the following stack: React, Scala, Akka, ElasticSearch, MongoDB, Kafka, Docker, AWS

Our legacy stack is: Java 8, Jersey, MongoDB, AWS, Ansible

At Spideo you will:

- Find a place where you can fully express and grow your technical skills.
- Learn, experiment and play with recommendation algorithms, AI, voice interfaces.
- Have heated debates about performance, algorithm complexity and esoteric legacy methods with mysterious naming :)
- Have enlightening conversations about cinema and series with our content analysts and data experts.
- Enjoy some extra perks: 2 remote days every month, fresh fruit every Monday, 1 monthly get together.