

Job Title: Senior Engineer

Location: NYC

Company Overview: XN Captive solves for the shortcomings of traditional commercial insurance by modernizing and democratizing the best kept secret in risk management: captive insurance. Captive insurers – used by most of the Fortune 1000 – are an alternative financial solution that converts insurance as a liability into an investment vehicle that provides both protection as well as profit upside to owners. Our fully integrated platform simplifies captive planning, formation, and management, offering refreshing clarity and control in an otherwise complex insurance landscape. XN's world-class experts combine cutting-edge technology, including AI-driven optimization and automation, to make going captive easier, safer, and more rewarding than ever before. It's time to stop overpaying for insurance. Go captive with XN, and pocket the profit. XN is our abbreviation for the Latin phrase Ex Nihilo, meaning "Out of Nothing." We create opportunities for capital growth where none existed before. We are a privately held company, venture-backed by Caffeinated Capital.

Role Overview: We're looking for a Senior Engineer who can drive the development of our platform, be an active participant during strategic conversations about the management of the company and has the skill to build key components of the platform. We see this having unlimited growth potential with XN Capital, as we grow and mature. We are looking for someone who loves setting a vision, building world class technology, and participating at all levels of the organization. This person needs to be comfortable asking tough questions even to the CEO and the rest of the senior leadership team, and doing it in a productive and collaborative way. This person needs to be a good culture fit who can operate well in a fast paced, entrepreneurial and respectful company culture. The role requires strong technical skills, an ability to set a vision/strategy, a penchant for action and a curious mind.

Key Responsibilities:

- Shape the strategic direction of the company around the "art of the technologically possible"
- Ensure quality and provide technical oversight (code, security, etc)
- Lead and develop a team to meet company objectives
- Design and execute key technical requirements and initiatives
- Maintain operational excellence and quality standards
- Participate as a senior leader within the executive team

Qualifications:

- 8-10 years of engineering experience (Full stack)
- Experience building and scaling teams and systems
- Proven ability to design scalable technology
- Managerial experience overseeing groups of 3-5 engineers
- Demonstrated experience setting, monitoring and meeting quarterly and annual goals

- A proven track record of resilience and resourcefulness in overcoming obstacles and challenges in a business context.
- Proven ability to work in a fast-paced, growing environment.
- Strong emotional intelligence and communication skills
- Technical Languages- Javascript/Typescript and Python is ideal