Software Engineer

Strobe is building America's modern power plant: a distributed, software-defined fleet of buildings, batteries, and EVs that buys and sells power in real time. U.S. electricity demand is surging, and PJM (the largest grid) projects peak load to rise about 21% to roughly 184 GW by 2030, largely driven by data centers. Reliability and cost now depend on fast, controllable capacity near where power is used.

We're a small, high-performing team with autonomy and AI at the core. We contract on-site generation and storage, connect assets with our hardware for telemetry and control, and run the fleet from a cloud control plane. The platform applies AI for time-series forecasting, state estimation, and optimization to dispatch devices and participate in energy markets. Our services implement the Model Context Protocol (MCP), so LLM agents can safely act on real-time plant data and automate workflows. Our plan is simple: grow contracted capacity fast, raise the value of each kilowatt through better forecasting, market access, and control, and rapidly scale one distributed plant to thousands of sites.

About the Role

Software engineers at Strobe build and run the systems that connect on-site energy assets to real-time power markets. Your focus may be controls, markets, or the customer experience. You might extend Rust firmware on embedded Linux controllers; build a cloud control plane that ingests high-rate telemetry and stays reliable on poor networks; develop time-series models in Python for load, solar, and price and use optimization to turn forecasts into executable schedules and bids in U.S. energy markets; or ship a React and TypeScript operator console with sub-second streams, dispatch tools, and clear revenue and alerts. Everyone owns the loop: design, hardware-in-the-loop test, deploy, measure, iterate, with on-call as part of the job.

Focus Areas

You may focus on one or more of the areas below. Flexibility matters more than narrow depth. Be ready to learn fast and plug in where needed.

- **Edge firmware:** Build and harden Rust on embedded Linux RTUs. Add low-latency drivers for Modbus, BACnet, DNP3, and Matter. Validate with unit, property, and hardware-in-the-loop tests.
- **Telemetry and control:** Build a Python control plane in the cloud. Ingest high-rate device telemetry, design backpressure, retries, and QoS, and keep systems stable on poor networks. Develop tooling and monitoring for fleet operations.
- **Forecasting and markets:** Build time-series models for load, solar, and price, plus state estimation and anomaly detection. Apply optimization and model predictive control to turn forecasts into executable schedules and bids in ERCOT, NYISO, PJM, and CAISO. Maintain a platform to iterate and deploy trading strategies and integrate market data.
- **Control-room UI:** Ship a React and TypeScript console with sub-second streams, operator dispatch, revenue views, and alerts. Keep the UX fast and reliable.

- **Scale and reliability:** Prove changes with simulation, bench tests, and field deployments. Add tracing, metrics, and logging. Automate deploys and on-call routines for fast iteration.

Qualifications

- BS in CS/CE or equivalent, or a strong track record building production systems
- Shipped production code in Rust/Go/C++ and comfortable in Python or TypeScript
- Versatile and fast to learn; able to plug in across controls, cloud, and UI
- Systems mindset: break big problems into small, shippable pieces; bias to action
- Testing discipline: unit, property, and hardware-in-the-loop; reproducible benches and CI
- Product sense and customer empathy; build for operators and end users
- First-principles thinking, clear code, and high standards for reliability, operability, and security

Helpful Experience

- Controls, model predictive control, or robotics
- Power systems and ISO markets (SCADA/EMS; FERC 2222)
- Industrial comms and constrained networks: Modbus, BACnet, DNP3, Matter; TLS/MQTT; serial buses; unreliable Wi-Fi
- Cloud systems at scale on AWS, GCP, or Azure; containers and orchestration; observability and CI/CD
- Datastores: strong SQL; relational and time-series databases
- TypeScript and modern SPAs (React, Next.js) with real-time or map-heavy UIs
- Hands-on with DERs and maker-grade hardware (microcontrollers, sensors, home-energy projects)

Our Values

We want to build something exceptional and we're looking for people willing to put in the work.

- **In person:** Brooklyn, 5 days/week
- **First principles:** challenge assumptions, not just follow playbooks
- **Move with intent:** ship, measure, iterate
- **Direct feedback:** clear, kind, no ego
- **Own the outcome:** from prototype to pager
- **Act like an owner:** be resourceful and decisive
- **High energy:** this is not a 9 to 5; it will be hard

Compensation & Benefits

- Salary range: $120,000-$250,000 per year + meaningful early-stage equity
- Medical, dental, and vision coverage
- Flexible PTO
- Access to prototyping shops (3D printers, CNC, electronics labs)
- Final offer depends on experience, scope, and impact

Strobe is an equal-opportunity employer. All qualified applicants receive consideration without regard to protected characteristics per federal, state, or local law, including fair-chance hiring where applicable.

Apply now to build the software behind the modern power plant.