Software Development Engineer (SDE) Intern

Location: Hybrid (Preferred in Palo Alto, CA)

Company Overview

Hireal Inc. is a Delaware-registered C-Corp on a mission to rebuild trust in hiring during the GenAI era. As AI tools flood the market with resume bots and interview cheaters, employers are overwhelmed and genuine candidates are overlooked. Hireal's platform flags misrepresentation, verifies skills across open internet platforms, and helps employers make faster, more accurate hiring decisions.

Position Summary

We're seeking a Software Development Engineer (SDE) Intern to join our early engineering team. This is a high-impact, hands-on role where your code will directly shape Hireal's candidate screening, verification, and analytics tools. You'll work closely with the founding team to design, build, and optimize core product features from the ground up.

Key Responsibilities

- Develop and maintain responsive web applications using React.js, Flask, Tailwind, and related frameworks.

- Build, integrate, and optimize backend services (Node.js / Python preferred) for candidate data ingestion, parsing, and scoring.

- Work with APIs from LinkedIn, GitHub, and other platforms to enrich candidate profiles.

- Implement secure, scalable, and efficient code following best practices.

- Collaborate with UI/UX designers to bring product designs to life.

- Participate in code reviews, testing, and deployment to ensure quality and reliability.

Requirements

Must-Have Qualifications:

- Currently pursuing or recently completed a degree in Computer Science, Software Engineering, or related field.

- Proficiency in JavaScript (ES6+), HTML5, and CSS3.

- Experience with React.js or similar modern front-end frameworks.

- Familiarity with REST APIs and version control systems (Git).

- Strong problem-solving skills and the ability to work in a fast-paced environment.

Preferred Qualifications:

- Experience with backend development in Node.js or Python.

- Familiarity with TypeScript and modern build tools.

- Exposure to cloud services (AWS, GCP, or Azure) and database systems (SQL/NoSQL).

- Previous internship or project experience in a startup or product-focused environment.

Compensation and Benefits

- Monthly stipend.

- OPT Sponsorship; future H-1B sponsorship considered based on performance.

- Flexible work hours with hybrid work options.

- Direct mentorship from the founder and early-stage startup experience.

Work Culture

- Mission-driven and inclusive team.

- Direct impact on a product tackling one of the most urgent problems in hiring.

- Fast-moving environment where initiative is celebrated.

- Flat structure with open communication.

How to Apply

Send your resume, GitHub, portfolio (if available), and a short note on why you want to join Hireal to hireal.pro@outlook.com. Please include "SDE Intern Application" in the subject line.