

Lead Software Engineer CDI

Apply: jobs@kiro.bio

Location: Paris, up to 2 days remote / week

Starting date: As soon as possible

Requirement: Master's degree (or equivalent) and 8+ years of experience



KIRO'S MISSION

Founded in 2019, Kiro is the first AI-powered digital health platform for clinical biology in Europe. It develops new approaches to medical biology using medical-grade artificial intelligence and cloud technology and leverages laboratory results to bring better outcomes for patients.

Most people find laboratory test results (such as blood or PCR testing) difficult to understand and act on. We developed a new approach to medical biology that is more clear, tailored, and relevant to patients. It was created in collaboration with leading laboratories, hospitals, and physicians, and it is already used by millions of people.

If well used, medical biology can drive an increased understanding of disease outcomes and patients' health to better diagnose and anticipate diseases. We believe this fundamentally holds the key towards true precision medicine. We have built Kiro to make this happen.

It is an exciting journey - Come be a part of it!



YOUR ROLE & RESPONSIBILITIES

As a Lead Software Engineer, you will take ownership of critical parts of Kiro's platform - either shaping and scaling our patient-facing product, or driving the reliability and integration of data pipelines with leading laboratories and hospitals. You will play a pivotal role in designing systems, mentoring engineers, and ensuring that Kiro's technology remains robust, secure, and impactful for millions of users. Your role and responsibilities will include:

- Lead the design and implementation of key product features or data/integration systems.
- Drive technical decisions, ensuring quality, reliability, security, and compliance.
- Mentor engineers and elevate engineering standards through reviews and guidance.
- Collaborate with Product, Data, Design, and external partners to align on priorities and requirements.
- Oversee end-to-end delivery: design → development → deployment → observability.
- Define and track success metrics (performance, reliability, usability) to guide iteration.

OUR TECH STACK

The languages we speak:

- Front: ReactJS, Redux, Typescript
- Back: Python, Django, MySQL, Pub/Sub, Redis...
- Ops: Google Cloud Platform, Docker, Kubernetes

OUR NEXT TEAMMATE

Some of the main characteristics we're looking for:

- 8+ years of experience in software engineering, with demonstrated leadership or ownership, preferably in fast-paced or high-quality engineering environments (startups, scaleups, or strong tech teams).
- Ability to operate effectively in regulated and high-rigor environments, with a disciplined approach to quality and reliability.
- Solid background in either product engineering (user-facing, design systems) or platform/integration engineering (data pipelines, interoperability, scalability).
- Capacity to structure decisions, drive alignment, and uphold a high engineering bar.
- Strong architectural thinking, with the ability to design reliable, maintainable systems.
- Excellent communication and collaboration with cross-functional teams.
- Comfortable taking ownership of priorities and pushing projects to completion.
- Professional working proficiency in French and English.
- Bonus : have experience in healthcare ecosystems.

WORKING ENVIRONMENT & ADVANTAGES

By joining Kiro, you will have the opportunity to:

- Work in a dynamic and ambitious start-up on a mission to transform healthcare 🙌
- Join a recognized, multi award-winning start-up, in a critical role ☀️
- Gain experience on a unique product allying digital health, data management and artificial intelligence for medicine.
- Be part of a diverse team that care about each other 🤝
- Be at the heart of France's most dynamic startup ecosystem.
- Icing on the cake: Have an attractive package, Alan Health, Swile lunch card, offices designed for both focus and moments of fun, and much more 🎉

Do you have what it takes?

Send your CV at jobs@kiro.bio

More information about us on www.kiro.bio