

Operational Platform Engineer: Staff-Level Job Posting Template

foundationsofscale.com

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Job Posting Template: Operational Platform (OP) Engineer - Staff Level Position

About [Company Name]

[Describe your company's mission and how OP Engineers contribute to your technology stack. Emphasize the impact of the platform engineering team within your organization.]

The Role

We're seeking an experienced Operational Platform Engineer at the Staff level—a technical leader who builds rather than merely uses tools. This senior position requires a strategic thinker who combines deep technical expertise with a genuine passion for creating solutions that make other engineers more effective. You'll design, implement, and evolve our infrastructure platforms while continuously improving developer experience across the organization.

[Optional: Specify work arrangement preferences: remote, hybrid, or in-office]

Key Responsibilities

- Architect and implement scalable, resilient infrastructure platforms that power our engineering ecosystem
- Create developer-friendly tools that abstract away operational complexity for product teams
- Design and build comprehensive observability solutions that provide actionable insights across our systems
- Implement Kubernetes-based container orchestration and HPC cluster architectures for diverse workloads
- Develop self-service capabilities that empower engineering teams and eliminate operational bottlenecks
- Integrate and operationalize AI capabilities within our infrastructure and platform tooling
- Lead incident response for complex production issues, driving systematic improvements
- Design automation that eliminates toil and enables consistent, reliable environments at scale
- Collaborate across engineering, data science, and product teams as a technical leader and advisor
- Mentor more junior engineers on platform engineering principles and practices

Required Qualifications

- 10+ years of progressive experience across infrastructure, systems engineering, and operational practices
- Strong programming skills in Python, Go, or Rust, with experience building sophisticated automation and developer tools

- Deep Linux/Unix systems knowledge and networking expertise in complex hybrid environments
- Experience implementing and operating Kubernetes at scale, including networking, storage, and security configurations
- Knowledge of container orchestration architectures, scheduling algorithms, and resource management systems
- Experience with HPC or other specialized compute cluster architectures for high-performance workloads
- Demonstrated expertise with monitoring and observability solutions using tools like Prometheus and Grafana
- Proven track record in incident management, troubleshooting, and problem-solving under pressure
- Experience with CI/CD pipelines and configuration management tools (Ansible, Chef, or Puppet)
- Proficiency with infrastructure-as-code using Terraform or CloudFormation
- Understanding of AI infrastructure components (GPUs, specialized hardware) and ML workload characteristics
- Excellent communication skills with ability to articulate complex technical concepts across diverse audiences
- Demonstrated ability to build rather than just use tools—with examples of creating solutions that address complex challenges

What Sets Great Candidates Apart

- **Tool Builder Mindset:** Creates rather than simply implements existing solutions, transforming platform engineering from a support function into a strategic multiplier
- **Dual Empathy:** Possesses both deep mechanical understanding of systems and genuine appreciation for developer experiences, including the unique needs of data scientists and ML engineers
- **Cross-disciplinary thinking:** Draws from diverse interests, experiences, and domains of knowledge to solve complex problems with innovative approaches
- **Analytical Excellence:** Leverages data and metrics to drive continuous improvement and optimize platform performance
- **Automation Philosophy:** Demonstrates a relentless focus on eliminating toil through creative and scalable automation approaches
- **Strong Technical Opinions:** Maintains well-reasoned, evidence-based positions on subjects like branch strategy (trunk-based development vs GitFlow), security practices (shift-left security, zero trust), and infrastructure design patterns—while remaining adaptable to organizational context
- **Security-First Thinking:** Approaches platform design with security as a foundational element rather than an afterthought, advocating for secure-by-default configurations, defense-in-depth strategies, and automated compliance verification
- **Cross-Domain Expertise:** Shows ability to communicate effectively with specialists across the organization and bridge technical silos
- **Strategic Vision:** Aligns platform capabilities with business objectives while antici-

pating future needs

What We Offer

- Opportunity to work on challenging infrastructure problems at scale with significant organizational impact
- Collaborative team culture that values innovation, continuous learning, and technical excellence
- Competitive compensation package commensurate with Staff-level engineering positions
- Modern tech stack with freedom to explore and implement emerging technologies
- Clear career path with growth opportunities into Principal and leadership roles
- [Add other unique benefits of your company culture]

Interview Process

Our interview process includes: 1. Initial phone screens with a recruiter and hiring team members 2. Technical assessment of your platform engineering expertise 3. Comprehensive interview day to evaluate your skills across the disciplines of Operational Platform Excellence

How to Apply

Submit your resume and a brief description of a transformative platform, tool, or system you've designed and built that significantly improved engineering effectiveness. We value strategic thinking, technical depth, and demonstrated impact over specific technology experience.

[Include application instructions, relevant links, or contact information]

Template provided by foundationsofscale.com as part of the Foundations of Scale framework.