Intermediate Backend Engineer (Ruby on Rails/PostgreSQL), CI Platform

⊙ Remote, EMEA; Remote, Europe

GitLab is an open core software company that develops the most comprehensive AI-powered DevSecOps Platform, used by more than 100,000 organizations. Our mission is to enable everyone to contribute to and co-create the software that powers our world. When everyone can contribute, consumers become contributors, significantly accelerating the rate of human progress. This mission is integral to our culture, influencing how we hire, build products, and lead our industry. We make this possible at GitLab by running our operations on our product and staying aligned with our values. Learn more about Life at GitLab.

Thanks to products like Duo Enterprise, and Duo Workflow, customers get the benefit of AI at every stage of the SDLC. The same principles built into our products are reflected in how our team works: we embrace AI as a core productivity multiplier. All team members are encouraged and expected to incorporate AI into their daily workflows to drive efficiency, innovation, and impact across our global organisation.

An overview of this role

As a Backend Engineer joining our team, you will work on the foundational layer of GitLab Continuous Integration (CI). Our team is largely involved in scaling CI, along with ensuring our CI features remain performant and reliable by driving improvement to critical database infrastructure. As many of our efforts are Engineering led, you will also have an opportunity to provide input towards our CI data management strategy.

About the team

The CI Platform group was created in 2024, as part of the Verify stage, upon evaluating that we needed a dedicated team to work on the operational aspects of GitLab CI to ensure our platform remains best-in-class. The team has been largely focused on partitioning CI/CD Data and has started to explore aspects of CI Data retention and improved data management. You will get to dive into some complex technical challenges and collaborate with our

infrastructure teams to strategize on solving these exciting challenges related to how we scale and grow CI. More details can be found in our technical roadmap for Verify.

We live our transparency value by designing our systems and planning our work with publicly facing artifacts. Some examples of our work include:

- CI/CD data time decay: design document, planned work
- Partition CI/CD pipelines data
- Design CI data retention policies for gitlab.com
- Improvements to Sidekiq Worker performance

What you'll do

- Implement performance and scale improvements for GitLab CI in a fast-paced, iterative environment.
- Collaborate with other stakeholders within Engineering (e.g. other Database or Infrastructure teams) to set best practices in managing a sustainable platform and to maintain a high bar for quality.
- Advocate for improvements to reliability, security, and performance.
- Craft code that meets our internal standards for style, maintainability, and best practices for a high-scale web environment. Maintain and advocate for these standards through code review.
- Recognize impediments to our efficiency as a team ("technical debt"), propose and implement solutions.
- Ship small features and improvements with minimal guidance and support from other team members. Collaborate with the team on larger projects.
- Work with your team to assess technical feasibility and discuss how best to iterate on complex problems. This might involve working on proof-of-concept proposals to help guide technical discussions.
- Take ownership of what we build, focusing on stability and availability.

What you'll bring

- Professional experience with Ruby on Rails and PostgreSQL.
- Experience working with a platform or complex application (Large scale is a bonus).
- Familiarity building and deploying software with CI/CD or other internal tooling.
- Familiarity with distributed, scalable and reliable systems.
- A user of modern DevOps platforms. (GitLab is a bonus.)
- Proficiency in the English language, both written and verbal, sufficient for success in a remote and largely asynchronous work environment.
- Experience working in a highly agile, iterative software development process.
- Self-motivated and self-managing, with excellent organizational skills.

- Demonstrated ability to work closely with other parts of the organization.
- Share our values, and work in accordance with those values.

How GitLab will support you

- [Benefits to support your health, finances, and well-being](#)
- [All remote](#), [asynchronous](#) work environment
- [Flexible Paid Time Off](#)
- [Team Member Resource Groups](#)
- [Equity Compensation & Employee Stock Purchase Plan](#)
- [Growth and development budget](#)
- [Parental leave](#)
- [Home office](#) support

Please note that we welcome interest from candidates with varying levels of experience; many successful candidates do not meet every single requirement. Additionally, studies have shown that people from [underrepresented groups](#) are less likely to apply to a job unless they meet every single qualification. If you're excited about this role, please apply and allow our recruiters to assess your application.

Remote-Global

Country Hiring Guidelines: GitLab hires new team members in countries around the world. All of our roles are remote, however some roles may carry specific location-based eligibility requirements. Our Talent Acquisition team can help answer any questions about location after starting the recruiting process.

Privacy Policy: Please review our [Recruitment Privacy Policy.](#) Your privacy is important to us.

GitLab is proud to be an equal opportunity workplace and is an affirmative action employer. GitLab's policies and practices relating to recruitment, employment, career development and advancement, promotion, and retirement are based solely on merit, regardless of race, color, religion, ancestry, sex (including pregnancy, lactation, sexual orientation, gender identity, or gender expression), national origin, age, citizenship, marital status, mental or physical disability, genetic information (including family medical history), discharge status from the military, protected veteran status (which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans), or any other basis protected by law. GitLab will not tolerate discrimination or harassment based on any of these characteristics. See also [GitLab's EEO Policy](#) and [EEO is](#)
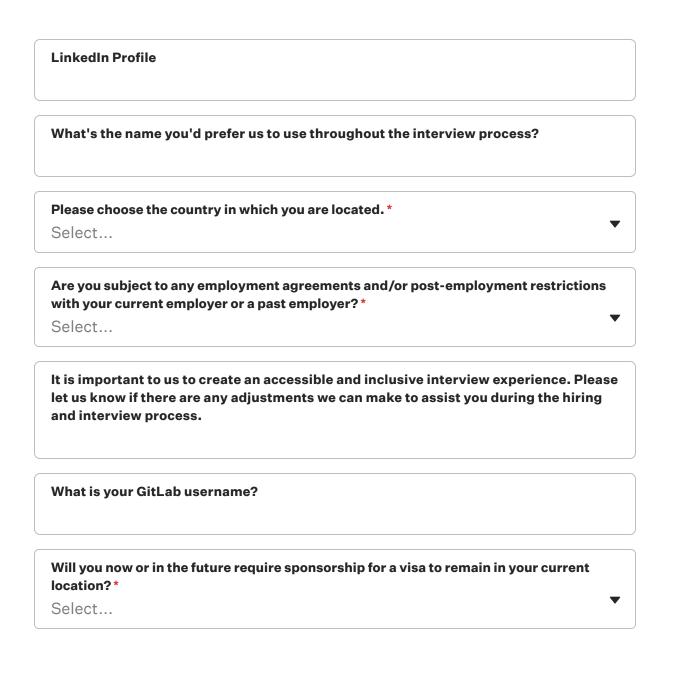
the Law. If you have a disability or special need that requires accommodation, please let us know during the recruiting process.

Apply for this job

* indicates a required field

First Name *

Last Name *

Email *

Phone

Location (City) *

Locate me

Resume/CV

Attach

Enter manually

Accepted file types: pdf, doc, docx, txt, rtf

Cover Letter

Attach

Enter manually

Accepted file types: pdf, doc, docx, txt, rtf

LinkedIn Profile

What's the name you'd prefer us to use throughout the interview process?

Please choose the country in which you are located. *

Select...

Are you subject to any employment agreements and/or post-employment restrictions with your current employer or a past employer? *

Select...

It is important to us to create an accessible and inclusive interview experience. Please let us know if there are any adjustments we can make to assist you during the hiring and interview process.

What is your GitLab username?

Will you now or in the future require sponsorship for a visa to remain in your current location? *

Select...

Voluntary Self-Identification

For government reporting purposes, we ask candidates to respond to the below self-identification survey. Completion of the form is entirely voluntary. Whatever your decision, it will not be considered in the hiring process or thereafter. Any information that you do provide will be recorded and maintained in a confidential file.

As set forth in GitLab's Equal Employment Opportunity policy, we do not discriminate on the basis of any protected group status under any applicable law.

Gender

Select... ▼

Are you Hispanic/Latino?
Select... ▼

[Race & Ethnicity Definitions](#)

If you believe you belong to any of the categories of protected veterans listed below, please indicate by making the appropriate selection. As a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA), we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA. Classification of protected categories is as follows:

A "disabled veteran" is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.

A "recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

An "active duty wartime or campaign badge veteran" means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An "Armed forces service medal veteran" means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran Status
Select... ▼

Voluntary Self-Identification of Disability

Form CC-305   OMB Control Number 1250-0005
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Why are you being asked to complete this form?

We are a federal contractor or subcontractor. The law requires us to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability. **Disabilities include, but are not limited to:**

- Alcohol or other substance use disorder (not currently using drugs illegally)
- Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
- Blind or low vision
- Cancer (past or present)
- Cardiovascular or heart disease
- Celiac disease
- Cerebral palsy
- Deaf or serious difficulty hearing
- Diabetes
- Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
- Epilepsy or other seizure disorder
- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
- Intellectual or developmental disability
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
- Missing limbs or partially missing limbs
- Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports

- Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
- Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities
- Partial or complete paralysis (any cause)
- Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema
- Short stature (dwarfism)
- Traumatic brain injury

Disability Status

Select… ▼

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.

Submit application

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