

AI Engineer

FULL-TIME REMOTE

You build the applied AI behind the work — systems that inform a decision someone is accountable for, not demonstrations.

About ThinkScale Labs

We are an end-to-end digital innovation and transformation partner for premium and luxury brands. Most digital investment fails not for want of technology but for want of alignment, so we work across strategy, experience and engineering together rather than handing work between them. We are early, deliberately small, and intend to stay selective.

What you will do

- Build retrieval, extraction and generation systems against real client content, and make them dependable enough to sit inside a workflow.
- Decide where a model is the right instrument and where it is not, and say so before the work is committed rather than after.
- Put evaluation in place first: what a good answer looks like, how often the system gives one, and what it costs when it does not.
- Work with the developers and designers on the same engagement, so what you build is something the experience can actually use.
- Own what the system does after launch: drift, cost, failure modes, and the questions it should refuse to answer.

What we are looking for

- Two or more years building software in Python, or a body of work that shows the same.
- Practical experience with modern language models through an API: prompting, tool use, structured output, and where each one breaks.
- Retrieval-augmented generation built end to end, with an honest account of what it retrieved and what it missed.
- Enough data engineering to get messy source material into a usable state yourself.
- The judgement to measure a system rather than demonstrate it.
- Clear writing. Much of this role is explaining a limitation to someone who would rather not hear it.

Useful, not required

- Fine-tuning, evaluation frameworks or model-serving infrastructure.
- Search and relevance engineering.
- Product information or digital asset management systems.
- Working with data-protection constraints on client material.

How to apply

Send your CV and a link to work you are proud of to ThinkPad@ThinkScaleLabs.com, with **AI Engineer** in the subject line. Tell us in a few lines why this work interests you. We read everything and reply to everyone.