

## **thellma - Legal AI Startup**



We are an early stage AI Legal Startup trying to make product compliance easier. Right now, regulatory compliance is messy, complicated and barely understood by anyone. We are building the backbone of automated legal advice for product compliance. And we are growing! We just got the EXIST grant, and have a stipend for a 3rd person, who wants to grow with us! Until now, it's just been the two of us: a US engineer and a German lawyer, who have known each other for like a decade.

### **Founding Product Engineer (f/m/d), Berlin**

We are looking for a 3rd team member to focus on building the product in Legal AI.

City: Berlin; Starting date (earliest): At the earliest possible; Remuneration: 2500-3000 € / Monat; Closing date: 31/12/26

#### **Tasks**

At Thellma, you will create hypotheses, build small experiments, learn and ship features. You will own the product pipeline, from gathering user feedback to managing our backlog. Based on our common insights about how legal teams work and think, we will work on product strategy and roadmap together.

You'll work alongside the founders in our office in Berlin Charlottenburg, in the midst of a community of ambitious AI start-ups. You'll ship the products that will make expert legal knowledge affordable to smaller companies. You will change how legal teams think about product compliance and drive innovation in the legal industry.

Key responsibilities

- Build experiments: Manage the end-to-end process of creating hypotheses, building small experiments, gathering customer feedback, learn, decide and build the next experiment.
- Support Full-Stack Development: Collaborate to build and improve our AI engine and our web application: from front-end features to back-end infrastructure.
- Be the Quality Gatekeeper: Using honest testing, monitoring, evals, and manual checks: Ensure what we ship works, produces honest & accurate results, and will impress our customers.

#### **Requirements**

You are about to finish your studies or have already graduated. Your last university degree is no longer than 5 years ago. You combine product and engineering experience and enjoy trying out ideas through your own projects.

You are a good fit if you...

- Are a Systems-BUILDER. You thrive on creating and managing efficient, repeatable processes. You have some experience in product management and are eager to learn.

- Like AI. You know how to work effectively with coding agents and evaluate their output. When building processes, you think about automation opportunities. You like experimenting with AI, understand its capacities and limitations.
- Possess a Growth Mindset. You work results-orientated, driving high output with autonomy and a proactive mindset.

## What we offer

Why you should apply now

- Build with the best: Collaborate with a software engineer from Silicon Valley with 15+years experience, who is eager to invest in your personal growth. Ex-mentees now work at top companies like Google, Asana, and Shopify.
- Unbounded impact: Own and scale our product development processes. Of course, you'll get unlimited access to LLMs!
- Shape who we are: Every day, we will make Thellma a reality together. You will help decide what we build next and how. You'll see how customers shape development and how technical and business decisions affect our growth.

## Application

Get on board! Apply now!

Think you have the skill and drive to thrive in this role? We can't wait to meet you and get a taste of your work. You'll discuss salary with the founders, and a full-time position also includes virtual stock options. → Simply send a short email with your CV to [hallo@thellma.com](mailto:hallo@thellma.com) Feel free to add a few lines about what you've built recently.

More information at <https://stellenticket.de/207926/TUB/>  
Offer visible until 12/11/26

