

Associate Full Stack Engineer

Job Description | July 2026

[Wysa](#) is an advanced AI-based digital companion for behavioral health that is a global tech leader in mental health. We are popular with employers, payors and healthcare providers due to its scalability and low cost. Being an AI based app, Wysa overcomes the stigma and privacy concerns that often prevent people seeking help for their mental health.

Wysa: The World's Leading AI Innovation in Mental Health

Adoption, Engagement and Accessibility

- 11 million lives covered in 95+ countries
- 750 million conversations
- 60+ enterprise partners (across Employers, Insurers, Universities, and Public and Private Health Institutions)
- 4x engagement, 10x access to mental health

Clinical Outcomes and Efficacy

- Most evidence of any mental health app
- RCTs with Harvard, Columbia and other leading researchers
- 90% user helpfulness, 4.9 star rating
- 30% proven improvement in anxiety & depression symptoms
- Recognized by Bill Gates; showcased at World Economic Forum



Roles & Responsibilities:

Location: Remote, Indian Standard Time

We're looking for an Associate Full Stack Engineer with 2–3 years of hands-on development experience to join our engineering team. You'll contribute to building and improving Wysa's tech platform across the full stack, from crafting responsive front-end interfaces to designing robust back-end services, while upholding and improving our standards for security, privacy, and code quality.

- Write clean, efficient, secure, and maintainable code, with a focus on readability, testability, and long-term system health.
- Build and ship performant, modular, and reusable features end-to-end - from design and development through to deployment.
- Debug, troubleshoot, and optimize existing features to improve platform stability, security and performance.
- Contribute to cloud security and compliance initiatives by implementing and maintaining secure cloud infrastructure, supporting compliance requirements (e.g., SOC 2, ISO 27001, GDPR/HIPAA where applicable), managing cloud security controls, and collaborating with engineering teams to identify, remediate, and continuously improve the organization's security posture.
- Demonstrate strong ownership and agency by independently identifying problems, proposing solutions, and driving execution while collaborating with product, design, and QA teams.
- Participate actively in code reviews, providing and incorporating constructive feedback to uphold code quality standards.
- Be a voice for the user - contribute meaningfully to product discussions and help shape decisions that improve user experience.
- Apply secure Software Development Lifecycle (SDLC) practices and privacy-by-design principles in day-to-day development.

- Maintain the Confidentiality, Integrity, and Availability of all information assets accessed or shared.
- Adhere to Wysa's security, privacy, and compliance policies and procedures.
- Evaluate technical trade-offs, challenge assumptions when appropriate, and make pragmatic engineering decisions that balance user needs, scalability, security, and maintainability.
- Take ownership of features beyond implementation, including monitoring, reliability, performance, and continuous improvement after release.

Qualifications

- Bachelor's degree in Computer Science, Software Engineering, or a related field (or equivalent practical experience).
- 2–3 years of professional experience in full stack or back-end-leaning web development with solid security foundation.
- Solid understanding of the end-to-end web development lifecycle - design, development, testing, and deployment.
- Ability to work independently while thriving in a collaborative, cross-functional team environment.
- Strong problem-solving skills and sharp attention to detail.
- Strong analytical and first-principles thinking skills, with the ability to challenge assumptions, make sound engineering trade-offs, and solve ambiguous problems independently.

Must Have Skills:

- Proficiency in **JavaScript/TypeScript and React**, with experience building responsive, performant, and accessible user interfaces.
- Hands-on experience with back-end development using **Node.js**.
- Working and proven knowledge of **RESTful API design and integration**.
- Proficient in leveraging **AI-powered** coding assistants and development tools to accelerate software delivery, automate repetitive tasks, improve code quality, and enhance engineering productivity while maintaining sound technical judgment and code ownership.
- Proficiency with **version control** using Git, including branching strategies and pull request workflows.
- Working understanding of **application security principles**, including OWASP Top 10, secure authentication and authorization patterns, secure coding practices, data protection, and common web and mobile application vulnerabilities.
- **Familiarity with AWS cloud services** (EC2, S3, Lambda, IAM) and understanding of deploying and managing applications in a cloud environment.

Preferred Skills:

- Experience with database systems such as **MongoDB** or other NoSQL/SQL databases.
- Familiarity with **Agile/Scrum** methodologies and tools (sprints, standups, retrospectives).
- Exposure to **CI/CD pipelines** and deployment workflows.
- Understanding of **authentication and authorisation mechanisms** (e.g. OAuth, JWT).
- Comfort engaging with stakeholders at all levels, including senior leadership and cross-functional partners.
- Experience building AI-powered products or integrating LLMs, AI services, or conversational experiences into customer-facing applications.

Why work at Wysa?

At Wysa, we do things a bit differently. You won't find us stuck in the same old corporate loops of old-fashioned hierarchy and mindless monotony. Instead, you'll find us in the cyberspace revolutionizing traditional mental healthcare and creating the world's most advanced conversational AI for behavioral health, all while wearing a party hat via Zoom filter!

- Wysa is expanding its footprint across the world, and fast. You will play a **high-impact role** here!
- Get first-hand exposure to a global team
- Work with the Industry leaders as the founders and senior team members are from IITs, IIMs, London School of Business and have held top positions across Goldman Sachs, Pearson, Microsoft leading cross functional global teams
- We offer **flexible work hours** and a culture where you are more than just your job designation.
- We work hard, but we rest and avoid burnout at all costs. Expect a range of employee benefits and much more!

In Their Own Words

"My journey with Wysa has been incredibly rewarding, from my initial internship to my current role as a Backend Engineer. As an intern, I gained invaluable experience with backend systems, which laid a strong foundation for my technical skills. The hands-on exposure to real-world challenges deepened my understanding and sparked my passion for backend development.

Transitioning to a full-time Backend Engineer, I've been entrusted with significant ownership of projects, allowing me to take on complex problems and contribute meaningfully to our product's evolution. This role has not only honed my problem-solving abilities but also enabled me to innovate and implement new ideas.

Overall, my experience at Wysa has been a blend of learning, skill enhancement, and meaningful contributions. It's a place where both interns and full-time engineers can thrive, develop their expertise, and drive impactful projects."

- Vishesh Sinha, Junior Backend Engineer

Buzzwords

Google funded, VC funded, profitable, has achieved breakeven, global team, global customers, product company, Apple awarded product, Harvard research partner, Google Play Best App of 2020, supports patients through the NHS pathway, launched the Employee Mental Health Report 2023 at the WEF's Annual Meeting, Made in India, Made for the World!

Contact Details

If you are sold, please fill this [Google Form](#) to apply. We look forward to meeting you!