

Sample job posting: Forward Deployed Engineer

Title: Forward Deployed Engineer, GTM

Company: Notion

Location: United States (San Francisco; New York City)

Compensation: \$175,000 - \$240,000

Date: May 2025

About the role:

As a Forward Deployed Engineer within Go-To-Market, you will lead complex customer engineering engagements from end to end, spanning large-scale migrations, integrating Notion with third party systems and tools, and production AI/agent deployments.

You'll embed with enterprise customers to design and build solutions that integrate Notion deeply into their technical and operational environments. This includes writing and maintaining custom code, designing and deploying production-grade custom agents and AI workflows with MCP, Agent APIs, and Notion's automation and execution infrastructure, building data pipelines, and resolving complex challenges around scale, permissions, and governance.

Your work as a customer-facing engineer will help shape best practices for how we support complex customer needs and ensure Notion's platform is ready for scale.

Responsibilities:

- Own the hands-on technical delivery of customer engagements, including deep technical discovery, requirements gathering, solution design, and end to end implementation.
- Act as a trusted technical advisor, helping customers make informed architectural decisions and identify opportunities to expand and deepen their use of Notion.

- Design, build, and operate custom agents, integrations, automations, and data pipelines that connect Notion with customers' systems and workflows.
- Lead the design and execution of large-scale content and data migrations, including discovery, scoping, data modeling, transformation logic, validation, and post-migration optimization.
- Work closely with client stakeholders to gather business and technical requirements and translate them into well-architected solutions that maximize the value of the Notion platform within their broader technical ecosystem.
- Design and build customer integrations, automations, and custom tooling as a part of Notion implementations.
- Design and operate feedback loops with Product, CX, and Engineering, translating real-world implementation challenges into actionable insights, technical requirements, and tooling improvements that directly influence Notion's Product Roadmap and our Customers
- Build foundational discovery frameworks, technical standards, and internal tooling that define how Services delivers complex migrations and implementations at scale.
- Contribute to the evolution of the Services team by developing repeatable methodologies, scoping artifacts, internal tooling, and contributing best practices as the team and customer footprint grow.

Qualifications:

- Required
 - 4+ years of experience in a customer-facing engineering role, forward deployed engineering, or similar role, preferably in a SaaS or enterprise software environment.
 - Proficiency in at least one programming language such as Java, JavaScript, Node.js, SQL, or Python and comfort with writing production-quality code in customer-facing or internal engineering contexts.
 - Hands-on experience with APIs and data integration.
 - Strong written and verbal communication skills, with the ability to engage both technical and business audiences effectively.
 - A track record of delivering customer value by translating technical challenges into solutions that drive value for customers at scale.

- Preferred
 - Experience working in SaaS professional services, preferably in a startup or high-growth environment.
 - Experience deploying AI agents autonomously in complex coding or business workflows.
 - Background in developing technical frameworks, discovery methodologies, or internal tooling from the ground up.
 - Strong history of collaboration with product and engineering teams, including influencing roadmaps or architectural decisions.
 - Experience supporting pre-sales or early engagement phases, including technical discovery, migration scoping, feasibility analysis, effort estimation, and building prototypes or custom scripts to validate approaches.
 - Strong track record of successful enterprise customer implementations.