neptune.ai

The **ultimate guide**
for candidates to neptune.ai

About neptune.ai

Neptune is the most scalable experiment tracker for teams that train foundation models.

It consists of a Python API for logging billions of data points and a web app for visualizing them in seconds.

With Neptune, AI Researchers can monitor training and evaluate models faster, with less cognitive effort, while optimizing infrastructure usage.
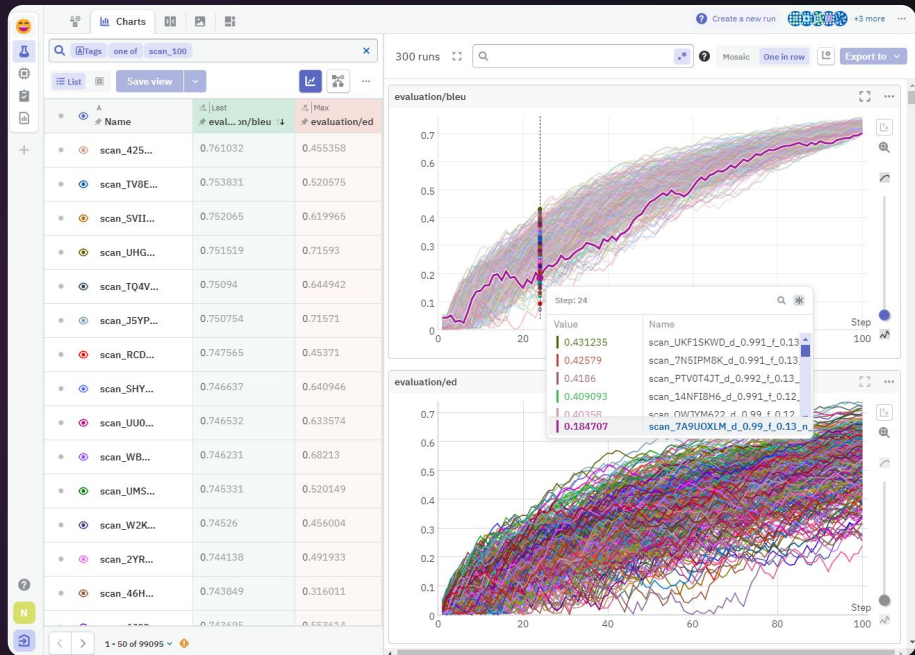
Unlike other experiment tracking solutions:

→ Neptune can ingest over 100k data points per second, enabling tracking of all metrics and metadata in one place;

→ Neptune's UI is quick and responsive at any scale, it displays metadata in milliseconds with 100% accuracy;

→ Neptune allows for forking experiments and supports the visualization of such experiments out of the box;

→ Neptune is available in a secure, scalable self-hosted version ready to be deployed from day one.

The story of Neptune starts in 2016 when we won Kaggle's Right Whale Recognition competition as a part of the deepsense.ai team.

We **spun-off in 2018** to focus on creating a system that manages the experimentation process – based on our experience.

Today, we are trusted by customers worldwide. The popularity and adoption of Neptune are growing quickly.

We are also trusted by investors – confirmed by investment rounds, with the latest of 8 million dollars in Series A.

Our investors:

AlmazCapital

btov

TDJ PITANGO
ventures

RHEINGAU
FOUNDERS

70,000+

AI Researchers trusted Neptune

1,500+

Commercial
and research teams

30,000+

Projects tracked

BRAINLY   Roche   ▶ InstaDeep™   CAPE   BIOPTIMUS

poolside   SAMSUNG   ꙮ workable   hp   GINKGO BIOWORKS
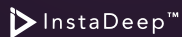
and more...

Short clip
intro to neptune.ai

youtube.com/2-min-demo

Product
live example

neptune.ai/example-project

People behind neptune.ai

We are a growing team of
50+ people, representing a few
nationalities spread across multiple
countries – Poland mainly, but also
Armenia, France, Portugal, Spain,
Switzerland, UK, and more.

Check out our About us page to
e-meet us all!

Neptune is built by a **range of specialists**, including Software Engineers, Product Managers, Product Designers, Marketing Managers, Customer-facing Specialists, People and Operations Partners, and more!

As an organization, we're divided into **five teams**:

- Product
- Engineering
- Marketing
- Sales&Customer Success
- People&Operations

How we work

We are a **remote-first company**. The majority of Neptune's team is in the EMEA time zone, but there are exceptions, and most people are on a **flexible schedule**.

We meet in person, within teams, or as a whole company, 2 times a year – mainly to bond and have fun together.

We also have an **office space in Warsaw** (at Przeskok 2 Street) where we work together occasionally and coworking spaces in Wrocław, Poznań, and Kraków that you can visit whenever you want.

Communication is crucial for the company's success.

Although most of the staff is Polish, we keep all internal communication in **English**. Given our distributed nature, we support an **async type of communication**, with an emphasis on all meetings **bringing value**.

Once a month, we hold a **remote all-hands meeting** to share updates and news between all of the departments.

We use **industry-standard tools** to work effectively, including:

- Google Workspace,
- Slack,
- Notion,
- Loom,
- Gong,
- Linear,
- and other department-specific tools.

At neptune.ai, our approach to work is reflected in the **company's values**:

Own it

When you own something, it is on you, no excuses. We trust that if there is a need, you will learn, look at the data, get feedback, ask for help, and collaborate to make it happen. You get the freedom to do it your way.

Be concise, be intentional

Every word counts. We treat the reader's time as more valuable than our own; if it's not adding value, it isn't worth saying. Respect clarity, drive results, and leave no room for misunderstanding.

Make impact

Balance strategy and execution, learning and action to make the most impact. Understand why you are doing things but don't overthink it. Take action, but not without the skills that give you a chance. Remember, it is the impact that matters.

Iterate

We do the smallest thing possible and get it out as quickly as possible. Progress over perfection.

Why should you join?

In Neptune, **we don't guard team boundaries**.

It means anyone can suggest an idea for a new great marketing campaign or propose new features to develop.

All product ideas, backlogs, and plans are **available for everyone at Neptune** to view and contribute.

As a company, we grow steadily and plan to continue doing that. That means a bigger product over time and more people engaged.

You may have the opportunity to own a smaller or bigger area or lead a team.

You will have an opportunity to work with a great team full of people who are open to **learning from each other**.

We not only like to work together but simply **enjoy each other's company**.

Neptune's success is your success.

We offer **Employee Stock Option Plan (ESOP)**.

Having this, you may become a co-owner and directly participate in Neptune's successes.

Read more on how ESOP works:
https://bit.ly/3Nss0b9

Perks and benefits

⇄ Indefinite B2B contract

🧾 20 paid service-free days

⊞ Employee Stock Option Plan (ESOP)

🏠 Flexibility of work — 100% remote with an office in Warsaw and coworking spaces in Wrocław, Poznań and Kraków available

📄 Amazon Books company library

👤 $50 per month for learning and development

★ Regular team building events

⊘ Co-financing of medical care and sports card (currently only available for people residing in Poland)

Recruitment process

Our recruitment process is **fully remote**, and we make our best to keep it **short and effective**. Sometimes, we adjust our approach depending on the position and its complexity.

We value your time, and our goal is to shorten the recruitment process to two weeks, assuming we can meet each other's availability.

CV Review

We need 1-3 days to review your CV and decide whether we invite you to the process. A human being screens every CV, and we try to ensure you always get an answer. If you didn't, reach out!

HR Screen

Video call with your Recruiter – we dive into your experience and tell you more about the role and Neptune. This meeting takes about 30-45 minutes. Use this time to ask questions and learn more about Neptune.

All our calls are recorded for internal purposes, subject to your acceptance. We never share the recordings externally.

Core interview

If the feedback is positive, we proceed to the video call interview with the Hiring Manager. This interview takes about 1 hour. You can expect deeper, position-specific questions.

Task (*optional*)

In some cases, you might receive a task to complete async. The purpose of the task is to simulate some position-specific cases so that you get an even better understanding of your future role and, for us, to understand your way of thinking and reasoning.

Reference check

Before we make a final decision, we will ask you to provide us with references to people we can reach out to for a brief chat, e.g., your previous manager or peers.

Offer/decision

We act quickly – after the reference check, we will need one working day to come back with the decision.

If it's positive, we will present our offer.

Looking for more?

Neptune's YT Channel

Neptune Blog

Join us!

Check current openings:
https://neptune.ai/jobs

Join us and let's celebrate success together!

Questions?
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