

A public source study of an applied AI hiring brief

I'd keep this assumed search focused on engineers who have shipped AI features and can explain evaluation and operating decisions. The six employer pages reviewed below support that research direction. They also show why a remote-only brief needs its own employer map: the closest title matches in this small selection are largely tied to San Francisco.

The brief being tested

The hypothetical buyer is a US B2B software team hiring an experienced product AI engineer. The work is application integration, evaluation and reliable delivery using existing models. Training a foundation model is outside the brief. US remote is preferred; hybrid could be considered. This is an independently prepared research sample, not a paid engagement. The employers and source pages are real; no relationship with them is claimed.

What was actually reviewed

Source	Role on the live page	Listed work arrangement
S1 Cohere	Software Engineer, Integrations	Remote; the listed regions include the United States.
S2 LangChain	Deployed Engineer, Professional Services	Remote across named US cities; up to 20% travel.
S3 Gamma	AI Engineer	San Francisco; on-site, with 4 to 5 office days described.
S4 Fluency	AI Engineer	San Francisco; on-site, five days a week.
S5 Baseten	AI Engineer	San Francisco; hybrid.
S6 Arcade	AI Engineer	San Francisco; on-site.

Pages were read in a rendered public browser on October 19, 2026, without personal LinkedIn access. Publication dates were not established. These six selected pages are examples of employer demand and relevant work, not a census, a list of available candidates or a measure of talent supply.

How the evidence changes the research

Source	Relevant work described	Research implication
S1 Cohere	North integrations, production API work, evals and regression tests.	Investigate product integration engineers. Verify ownership of evaluation and release decisions.
S2 LangChain	Enterprise agent architecture, evaluation pipelines and production delivery in services engagements.	Include adjacent deployed engineers if customer delivery transfers to internal product ownership.
S3 Gamma	Productizing existing models, evaluation infrastructure, Python and TypeScript, uptime, latency and cost.	A useful product AI reference. Its listed arrangement does not establish a remote hiring option.
S4 Fluency	User-facing AI features, retrieval, regression-catching evals and production engineering.	Look for evaluated releases and work with platform engineering, not only a model or framework name.
S5 Baseten	Agentic features, production harnesses, eval instrumentation and end-to-end software delivery.	Investigate transferable product work; separate the training-platform context from the assumed role.
S6 Arcade	Agent tools, API integrations, authorization and testing across Python or TypeScript.	Check tool reliability and access boundaries alongside application and evaluation evidence.

The middle column summarizes employer statements. The right column is my research judgment about the hypothetical brief. A posting does not establish what every employee at that employer has done. Individual attribution, current employment, interest and availability would need separate verification.

A useful difference between titles

The Cohere integration role and LangChain services role provide relevant adjacent work even though their titles differ from AI Engineer. The work and responsibility matter more than exact title matching. Services delivery would still need a focused check on ownership after launch.

Feasibility conclusion for the assumed buyer

Proceed to a scoped research sprint with a product-delivery brief. Require an attributable shipped feature, an evaluation decision and an example involving a production failure or constraint. Keep model-training experience optional unless the actual work requires it. This is a recommendation for how to investigate the market, not a promise that a hire can be made.

Treat location as a decision

Within these six selected pages, two are remote, one hybrid and three on-site. One remote example is services work rather than a direct internal product role. That is a constraint in this reviewed set, not a market-wide percentage. Decide whether remote is essential before spending time on a map dominated by office-based postings.

Source checks that prevented overclaiming

Two search-result links appeared relevant but rendered as Job not found: a Cohere Applied AI Engineer listing and a LangChain AI Engineer, Enablement listing. They were excluded and replaced through the employers' current job boards. An indexed description was not treated as a live vacancy.

The Fluency page showed different compensation figures in its header and body. I would clarify the discrepancy before using it in pay analysis. This study therefore gives no salary benchmark or recommended offer range. Other employers' broad posted ranges would also need level and location alignment before comparison.

What this sample cannot establish

Six employer pages cannot estimate the available candidate pool, response rate, hiring timeline or acceptance probability. They do not establish a person's work authorization, current location or interest. No candidate identities or contact details were collected, and no outreach took place.

Next decision and deliverable

Confirm geography, work arrangement, core product task and whether customer-deployed experience is acceptable. Then research a defined number of employers and source-backed leads. The next deliverable should record evidence, attribution, open questions and recommended follow-up, with outreach agreed separately.

Sources checked October 19 2026

Each source below was read on the employer's rendered job page. Access date is not publication date. Roles and page contents may change after this snapshot. The links are included so a reader can check the evidence rather than rely on an unattributed market claim.

S1 Cohere

Software Engineer, Integrations. Remote; includes United States and named office regions.

<https://jobs.ashbyhq.com/cohere/96c74af4-b3d7-4960-a666-212ce4debac8>

S2 LangChain

Deployed Engineer, Professional Services. Remote; named US cities; travel up to 20%.

<https://jobs.ashbyhq.com/langchain/d1dc8b4d-5f7f-46b3-bfd9-dfcb375a614b>

S3 Gamma

AI Engineer. San Francisco; on-site; body says 4–5 days per week.

<https://jobs.ashbyhq.com/gamma/6ed26f6b-bb17-41a5-8f63-f1901554cb6b>

S4 Fluency

AI Engineer. San Francisco; on-site; five days per week.

<https://jobs.ashbyhq.com/fluency/9a83146e-e32d-4e0c-84b5-59996a58a821>

S5 Baseten

AI Engineer. San Francisco; hybrid.

<https://jobs.ashbyhq.com/baseten/b13ec426-d09d-4122-8112-cf25adbd7d60>

S6 Arcade

AI Engineer. San Francisco; on-site.

<https://jobs.ashbyhq.com/arcadeai/01ee7cc9-74b4-4082-ba03-4f7fce6b6f92>

Excluded indexed links

Cohere listing 3fe03041 and LangChain listing b8dead31 were excluded after the rendered employer pages displayed Job not found. Their full URLs and exclusion reasons are preserved in the accompanying research notes. Neither is counted among the six reviewed live examples.

Prepared by CJ Wooden as an independent public-source research demonstration. No employer endorsement, client relationship or achieved recruiting result is represented.