BL

Brightline Software GmbH

DATA INFRASTRUCTURE FOR MODERN TEAMS

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LETTER OF OFFER

Senior Backend Engineer

Platform Engineering · Full-time · Permanent

PRIVATE & CONFIDENTIAL

Reference **BL-OFF-2026-0417**

Issued **24.06.2026**

PREPARED FOR

Daniel Keller

Gärtnerstraße 14 · 10245 Berlin · Germany

Dear Daniel,

It is our genuine pleasure to offer you the role of **Senior Backend Engineer** at Brightline Software GmbH. Your craft and curiosity stood out throughout our conversations, and the full terms of your offer are set out below.

POSITION DETAILS

JOB LEVEL **L4 · Senior**	DEPARTMENT **Platform Engineering**
REPORTS TO **Markus Reinholt, VP of Engineering**	EMPLOYMENT TYPE **Full-time · Permanent**
WORK LOCATION **Berlin · Hybrid (2 days on-site)**	START DATE **01 September 2026**
WORKING HOURS **40 hours per week**	PROBATION PERIOD **6 months**

COMPENSATION PACKAGE

REVIEWED ANNUALLY

€92,000.00

gross annual base salary

SIGNING BONUS	TARGET BONUS	EQUITY
€8,000.00	**€9,200.00 · 10%**	**4,000 options · 4-year vesting**

BENEFITS & PERKS

- 30 days paid annual leave plus public holidays
- €2,000 yearly learning & conference budget
- Private health top-up and mental-health support
- Company pension with 20% employer matching
- Subsidised Deutschland-Ticket & JobRad leasing
- MacBook Pro and €750 home-office allowance

This offer is conditional upon proof of your eligibility to work in Germany, two satisfactory professional references, a signed confidentiality and IP-assignment agreement.

Please confirm your acceptance by signing and returning this letter by **10 July 2026**. Everyone at Brightline Software GmbH is excited at the prospect of you joining us.

With warm regards,

FOR AND ON BEHALF OF BRIGHTLINE SOFTWARE GMBH

Dr. Katharina Vogt

Dr. Katharina Vogt
Chief Executive Officer

ACCEPTED & AGREED

Daniel Keller
Signature & date