

## PAYMENTS ENGINEER, COVENANT

*Full-time · US (Hybrid)*

At Laocoön Health, we are building foundational infrastructure that makes healthcare economics more intelligent, explainable, and humane. This role is for engineers who care deeply about correctness, elegance through simplicity, and building durable, future-proofed systems - modern-day monuments that stand the test of time.

### THE ROLE

You'll build the payment settlement and execution layer for Covenant: the infrastructure that settle financial transactions between payers and providers once reimbursement policy has made its determination. This is the layer where a policy decision becomes a real settled transaction, and where a single edge case can mean a provider doesn't get paid correctly. You'll build it the way people who've done this at scale build it: assuming failure, and designing for correctness anyway.

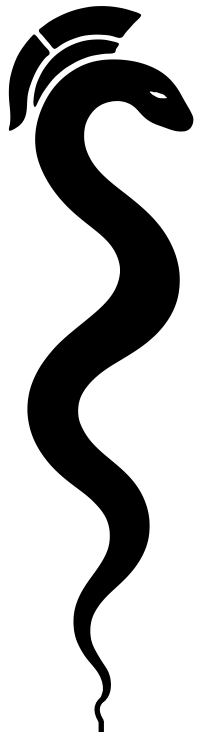
### WHAT YOU'LL DO

- Design and build the payment settlement and reconciliation layer for Covenant
- Build settlement flows, retry logic, and dispute resolution that hold up under real-world failure modes
- Own idempotency and correctness guarantees so a retried or duplicated transaction never becomes a double payment
- Partner with the Omnia ledger team on how money movement and ledger truth stay in sync
- Navigate the regulatory and compliance surface of moving real money between healthcare entities

### YOU ARE

- Someone who has built production payment infrastructure handling real money at real scale
- Obsessive about reconciliation, idempotency, and the edge case that only shows up under scaled workloads
- Someone who treats a stuck or misrouted payment like a five-alarm fire, not a ticket in a queue

# LAOCOÖN



- Comfortable with the regulatory weight of money movement, not intimidated by it
- Someone who wants to build payment rails for an industry that has never had good ones

## MINIMUM QUALIFICATIONS

- Production experience building payment systems that move real money at scale
- Deep understanding of settlement, reconciliation, and ACH/wire/card rail mechanics
- Track record building for correctness under failure: idempotency, retries, ledger integrity
- Experience with the compliance requirements around money movement

## PREFERRED QUALIFICATIONS

- Healthcare payments, claims, or revenue cycle experience
- Experience integrating with clearinghouses or payer/provider transaction rails
- Experience in two-sided or B2B payment contexts rather than consumer payments
- Comfort operating in a lean startup where the org chart is still being written