

# XICOIA

**Build the future of digital talent. Help bring Tilly Norwood to life.**

**Job Title:** Full Stack Engineer

**Location:** Hybrid (UK)

**Duration:** Full-time

**Start Date:** ASAP

**Experience:** 5+ years

**Company:** XICOIA

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## About XICOIA

XICOIA builds AI-powered digital talent — starting with **Tilly Norwood, the world's first AI actress** — and the systems that allow avatars to perform, evolve and scale safely in the real world.

We work closely with **Particle6**, an award-winning AI-first production studio across film, broadcast and premium branded content. Together, we sit at the intersection of storytelling, engineering and generative AI.

If you'd rather build a living digital character than another SaaS dashboard, you'll feel at home here.

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## About the Role

We're looking for a full stack engineer who enjoys moving fast, prototyping boldly, and turning ambitious ideas into production-ready systems.

You'll help build the technical foundations behind Tilly and future avatars — from internal tools and automation pipelines to experimental prototypes and live experiences — working closely

with producers, creatives and AI technologists. This is a highly autonomous role with real ownership in a fast-moving R&D environment.

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## What You'll Be Building

- Full stack applications (UI, APIs, databases) powering content operations, internal tools and client/user experiences.
  - Integrations with AI platforms and third-party services, turning experiments into stable pipelines.
  - Creative pipelines using APIs, Python, WebRTC and custom GPTs.
  - Prototypes that pressure-test new ideas and workflows.
  - Tooling that supports synthetic video, voice and avatar generation at scale.
  - Collaborative systems that optimise performance, reliability and iteration speed.
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## This Might Be Right for You If You

- Have 5+ years building and shipping full stack products.
- Are comfortable owning systems end-to-end and working across the stack.
- Enjoy ambiguity, fast iteration and solving real-world problems.
- Are curious about AI and creative technology (media experience not required).
- Like building tangible things quickly rather than polishing endlessly.
- Have exposure to video, media pipelines or real-time systems (a bonus).

## Why You'll Love It

- You'll help shape a new category of digital talent from the ground up.
  - Your work directly influences how a global AI character evolves and scales.
  - You'll have real autonomy, ownership and creative input.
  - You'll work on genuinely novel systems with an ambitious team.
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If you want to build the future of digital characters — not just another platform — we'd love to meet you.

Please contact [hire@xicoiatalent.com](mailto:hire@xicoiatalent.com) for any questions or if you require any accessible adjustments to the application process.