

## AI Systems & Automation Specialist

**Location:** Annapolis, Baltimore, or Eastern Shore area preferred

**Type:** Full-time

**Work Style:** Remote with 1 in-person team meeting (Annapolis) per week

### About No Fluff

People now use ChatGPT, Gemini, and Perplexity to research companies before they visit a website. No Fluff helps B2B companies show up in those answers and look credible when they do. We combine AI, automation, modern search strategy, and human judgment to help clients improve search visibility, strengthen authority, and move faster on the work that matters.

We are building a company for people who like solving problems, taking ownership, and improving how work gets done. We value curiosity, initiative, experimentation, and sound judgment. People here are expected to think for themselves, use technology intelligently, and push work forward without waiting for perfect conditions.

### Who We're Looking For

We're looking for an **AI Systems & Automation Specialist** who can build the workflows, agents, automations, and internal systems that help our team move faster.

This role is for someone who likes experimenting with AI tools, connecting systems, working with APIs, and turning messy requirements into practical solutions. You'll design systems that move data and insights between tools, automate repetitive work, and turn outputs into usable inputs for the next step.

We're looking for 2–5 years of hands-on experience with tools like Claude Code, APIs, Zapier, Make, or n8n, plus experience building scripts, agents, or workflow automations

### What You'll Do

- Build internal AI systems, automations, and agent workflows that help our team move faster and deliver better client work.
- Use tools like **Claude Code, GitHub, Python, APIs, Zapier, Make, n8n, and other AI platforms** to turn ideas into working systems.
- Improve how we organize, reuse, and act on client research, audits, prompts, reports, and internal knowledge.
- Evaluate existing tools first, then decide where custom scripts, agents, or integrations are worth building.
- Translate messy business needs into practical workflows with the right balance of automation and human oversight.

- Test new tools with a clear purpose to save time, reduce manual work, improve accuracy, or strengthen delivery quality.
- Document how systems work so the team can use them, maintain them, and improve them over time.
- Handle client and company information with strong judgment, discretion, and responsible AI use.
- Work across the team to spot friction, simplify processes, and build smarter ways of working.

## Compensation

Full-time role at **\$85,000–\$110,000**.

## What You Bring

- 2–5 years of experience in automation, systems, workflow tooling, or software development.
- Hands-on experience building with Claude Code, Cursor, Python, APIs, and tools like Zapier, Make, or n8n.
- Comfort working with LLMs, agent workflows, and AI-assisted development tools.
- Strong GitHub habits; clean structure, clear documentation, and version control.
- A builder mindset; you can turn messy business needs into useful working systems.
- Good judgment about when to automate, when to use existing tools, and when human review still matters.
- Real enthusiasm for AI, paired with honesty about its limits.

## How We Work

We're a small, ambitious team building a modern service business for the AI era. We test ideas in the real world, and care far more about useful progress than polished theory. We value people who ask questions early, bring solutions not just problems, document what they learn, and have strong opinions they're willing to update when the data says otherwise. We're also building something genuinely new, and we want a team that's curious, direct, fun to work with, and excited about where this industry is going.

- Flexible PTO, summer Fridays, and company closure from Christmas to New Years (if urgent client work is done!)
- Hands-on access to the latest AI tools, automation platforms, and visibility tech; you'll stay ahead of where the industry is going.
- Direct founder access, real ownership over your work, and a front-row seat to build something new.
- Bonus potential tied to company revenue growth.
- No corporate drag, no endless meetings.

Email your resume to [info@nofluffmktg.com](mailto:info@nofluffmktg.com)