MCAP

Systems Engineer

Requisition	req2222 · June 17, 2026
Work location	Waterloo (ON)
Employment	Permanent, full-time
Base salary	CAD $78,000 to $90,000
Openings	2
Department	Corporate Services

Role

Design, deploy, secure and manage computing and storage infrastructure, including physical servers, storage and operating systems. Plan capacity and monitor operations.

Planning and procurement

- Assess short- and long-term capacity with colleagues. Document infrastructure configurations, disaster recovery, processes and service records. Define needs and goals with stakeholders, resolve business-system issues, and estimate, prioritize and schedule work.
- Research software and systems to support purchases. Oversee equipment, hardware, software upgrades and cloud services. Analyze costs, benefits and return on investment for procurement decisions.

Operating responsibilities

- Manage operating systems and database, email and backup servers or services. Develop models, specifications, diagrams and charts for programmers and developers. Coordinate with staff so systems support business processes.
- Audit servers and security and carry out backups and recovery in line with disaster recovery and business continuity plans. Test and monitor performance, report statistics and train IT users on new and changed systems.
- Develop and test scripts, programs, configurations and code to optimize routine work. Troubleshoot incidents, investigate root causes and propose options to resolve issues.

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Qualifications

- Five to seven years of relevant experience, including VMware, Microsoft MCSE or ITIL work. Substantial experience with design, deployment and administration of mission-critical servers, market research, automation and cloud-service design and operations.
- Experience with large-scale storage and backups, particularly Veeam Backup. Know incident, change and problem management, preferably in an ITIL environment. Install and administer VMware vSphere 8 and understand public or private cloud-native design, infrastructure and patterns.
- Post-secondary degree or diploma in computer science, engineering or a related field. VMware and ITIL Foundation certifications.

Technology environment

- Windows enterprise servers (2019 and 2025), VMware vSphere, Microsoft System Center (SCCM, SCOM and Orchestrator), SolarWinds SAM and VMAN, and SQL Server, MongoDB, MySQL and database queries.
- Veeam Backup, ServiceNow, NetApp, Pure Storage, Cohesity, Docker, Kubernetes, Azure DevOps, Red Hat, Ubuntu, Visual Studio, Microsoft Certificate Authority, HSM, AI Copilot, BeyondTrust and LaserVault.

About MCAP

MCAP recognizes expertise, teamwork and excellent service through competitive total rewards, formal and informal learning, and opportunities in an entrepreneurial, diverse workplace.

The company describes itself as Canada’s largest independent mortgage finance firm, with over $150 billion in assets under management. For over 35 years it has originated, traded, securitized and serviced residential and commercial mortgages through offices across Canada. It originates residential mortgages exclusively through brokers, promotes their services nationally and has spent over 25 years in residential construction lending, serving developers, builders and lenders.

The advertisement outlines the general scope and level of the job. Duties and qualifications may extend beyond those listed. MCAP offers equal opportunity and aims to make recruitment and employment inclusive and accessible. Applicants can request accommodation.

To apply, look for requisition req2222 on the MCAP careers portal.

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