MCAP

Director, Software Engineering

Requisition	req2231 · July 7, 2026
Work location	Waterloo (ON) · Toronto (ON)
Employment	Permanent, full-time
Base salary	CAD $120,000 to $140,000
Openings	1
Department	Information Technology

Role

Improve delivery speed, quality and operating efficiency by applying AI across development and operations. Partner with engineering, architecture, security and delivery teams to design, validate, implement and scale measurable solutions. Support wider AI adoption where it helps delivery or operations.

Build reusable playbooks, patterns, safeguards, validation and human review practices so tools stay secure, compliant, maintainable and consistent with MCAP's goals and values.

Strategy and technology delivery

- Contribute to one- to three-year IT plans at the enterprise and business-unit level. Guide and track application architecture decisions over a one- to five-year horizon. Build internal partnerships and ensure systems meet current and future business needs.
- Own IT project delivery through the full lifecycle, on time and on budget for major and tactical work. Follow business-line and Resource Allocation Committee priorities, manage approved requests and coordinate with Architecture and Infrastructure.
- Research products, languages, standards, LLMs, agent frameworks, coding agents and developer copilots. Evaluate AI tools, model performance, build-or-buy options and provider partnerships. Design solutions, assess and mitigate risks, define requirements and oversee procurement and vendor selection.

Operations and people

- Represent MCAP's strategy and values internally and in the industry. Recruit, coach and develop staff, set and communicate performance standards and foster teamwork, quality, results and continuous improvement. Keep communication effective across the unit.
- Help shape corporate principles, architecture and design standards, IT methodologies and the Solution Delivery Toolkit, including AI-assisted development patterns. Define, capture and report IT performance measures.
- Set and manage IT, project and system budgets with business leaders. Exercise signing authority under the applicable matrix. Follow standards, procedures and methodologies and work with auditors to assess compliance.

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Qualifications

- At least ten years in IT, including five or more years in IT leadership. Bachelor’s in computer science, engineering or a related field, or equivalent hands-on experience.
- Build or integrate coding agents, developer copilots, workflow agents or AI engineering tools. Know LLMs, AI infrastructure, prompt engineering, agent frameworks, retrieval-augmented generation, model evaluation and AI governance.
- Hands-on modern software engineering, APIs, public or private cloud-native patterns, CI/CD, automated tests, secure coding and production support. Understand vulnerability detection, secrets management, data protection and compliance. Lead teams while contributing to TypeScript, JavaScript, Node.js or .NET solutions.
- Define and measure developer productivity and AI adoption with sound judgment. Balance risk, cost and benefit, plan projects and prioritize competing demands in a changing environment. Communicate and present effectively at all levels, resolve conflicts, mentor and coach, and focus on details and outcomes.

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 req2231 on the MCAP careers portal.

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