Director Software Engineering

Requisition	R0000182840
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 17, 2026
Date in the description	August 11, 2026
Posted deadline	December 9, 2026
Last day to apply	December 8, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

We are looking for a software engineer to lead the modernization of our digital cheque processing portfolio, a mission-critical platform that serves five business lines with 99.5 percent availability standards. In this role, you combine deep technical expertise with a strategic vision to drive the platform's evolution, build governance frameworks and integrate AI-based innovation into our delivery life cycle. You will have the full range of software delivery, design to support, and build high-performance teams and design data strategies across the company.

Responsibilities

Strategic Leadership & Delivery

- Partner with business leaders in five business lines to align platform modernization initiatives with the changing needs of the business
- Make independent strategic decisions on platform orientation, technology roadmap and operational excellence while guiding senior management teams
- Foster innovation by identifying and resolving complex technical challenges in platform engineering, data integration and new AI-based delivery models

Platform & Technology Ownership

- Supervise the design, development and modernization of digital cheque processing platforms, manage inter-functional teams and state-of-the-art technological change
- Manage complex supplier relationships (Candescent, IBM, IBM, Symcor) to ensure seamless integration, timely delivery and value realization
- Enhance platform resilience and operational capabilities while maintaining 99.5 per cent availability in mission-critical systems
- Evaluate new technologies and industry trends to improve organizational data capabilities and competitive positioning
- Own accountability for zero critical vulnerabilities across 13 production platforms and lead security/compliance initiatives

Team Leadership & Development

- Lead multiple development teams, foster high performance through clear accountability, mentoring and career growth opportunities

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- Champions, AI adoption and practical innovation initiatives to increase team efficiency and develop new organizational capabilities
- Leadership model by example, strengthening RBC's people and client-centred leadership model

Qualifications

Requirements

Experience & Track Record

- Bachelor's degree in Computer Science, Engineering, or equivalent
- 12 years and more experience in progressive software development; 7 years and more in leadership roles in payments and financial services technology
- Experience of leading development teams through complex multimarket payment processing programs in regulated environments
- In-depth experience in platform modernization (legality systems for cloud/microservices) and large-scale supplier-led deployments

Technical Acumen

- Advanced expertise overall: Java/Spring startup, Microservices, Event-Driven Architecture (Kafka), API Management (REST/SOAP/MQ), Cloud-native Development (PCF/OpenShift)
- Strong DevOps Foundation: Agile/DevOps, CI-CD pipelines (Jenkins, Git, Docker), container orchestration
- Solution architecture and design pattern expertise
- Practical knowledge of the payment platform user interfaces and underlying capabilities

Leadership & Communication

- Communications competencies at the executive level; ability to articulate technical strategy, compromises and executive status
- Effective management of stakeholders in activities, operations and technology in matrix environments
- Proven ability to build, retain and develop high-performance engineering teams
- A deep technical judgement associated with pragmatic skills in risk management and prioritization
- Ability to balance long-term architectural vision with short-term delivery commitments

Assets

- Graduate degree in Computer Science, Engineering or Business
- Deep expertise in end-to-end payment processing: clearing, settlement, infrastructure, and platform user interfaces
- Experience in AI-based development practices (AI-SDLC) and change management
- Experience with the cheque processing platform or knowledge of industry trading standards
- Monitor progress in organizational transformation while supporting employees through change
- A growth mentality with a demonstrated commitment to continuous learning and inclusive and diverse team building
- RBC's model of collective ambition and leadership is exemplary

Pay and benefits

RBC teams aim to grow by working together, thinking ahead and giving dependable advice that helps clients and communities prosper. They support one another, develop their potential and strive for outcomes that benefit the communities they serve as well as the bank.

We care about each other, we reach our potential, make a difference for our communities and succeed each other.

- A total compensation program with competitive pay, bonuses and flexible benefits, plus commissions and stock where applicable.
- Managers who coach employees and help them find opportunities to develop.
- Capacity to make a difference and sustainable impact
- Join a collaborative team that works at a high standard and looks for new ways to improve.

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- A world-class financial services training programme
- Flexible work/life balance options
- Opportunities to do difficult work, to gradually assume greater responsibilities and to establish close relationships with clients

Job Skills

Application Development, Application Maintenance, Application Architecture, Business Ecumenism, Business Application Delivery, Information Technology Management, Information Technology Trends, Programming Languages, System Applications

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world's largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

Talent community

People who join RBC's talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC's careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000182840 on the RBC careers portal.

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