Associate Director, AI Engineer

Requisition	R0000187001
Employer	Royal Bank of Canada
Canadian locations	Bedford (Nouvelle-Écosse, Canada)
Primary address	90 WESTERN PKY, BEDFORD, NS B4B 2J3, Canada
Posted	November 24, 2026
Date in the description	September 9, 2026
Posted deadline	December 15, 2026
Last day to apply	December 14, 2026
Business area	CAPITAL MARKETS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

We're building the agentic platform that will let every development team at RBC execute AI driven SDLC — our spec-driven, agent-assisted software delivery methodology — at scale. This is a hands-on platform engineering role inside the Capital Market's Architecture Team: building out our architecture-as-code system to embed in the development process for AI agents to leverage.

If you are the kind of engineer who has already plugged tools like Claude Code into your own workflow with custom skills and MCP servers to make you much more productive, and you want to turn that instinct into a platform used in an entire bank, it's that role.

Responsibilities

- Design and build agents by focusing on the design and architecture phase: architecture as code, codified technological standards, AI context systems and reduction of technological work based on the traditional CICD processes (access, boarding, etc.)
- Integrate CALM architecture standards into the development process for construction and maintenance of architectural artifacts
- Build these agents on coding harnesses using custom skills and tools (including MCP servers), managed agent platforms like Claude/Devin, and as native agents using frameworks like LangChain and LangGraph — choosing the right substrate for each use case
- Implement and extend development workflows driven by specifications (e.g., specify → clarify → plan → tasks → analyze → implement, in GitHub spec-kit / SpecKit style) as the backbone of the platform's golden path
- Build technical plumbing that imposes AI-DLC doors (e.g., detection of architectural drifts, adherence to technical standards) as machine controlled controls rather than as advice
- Continuously push what border models and coding harnesses like Claude Code can automate, both in terms of personal productivity and as a reusable capability that extends to other development teams
- Partner with DevOps, Security and Platform teams to secure new agents and skills in the production and shared catalogue of skills/tools
- Evaluate emerging agentic AI platforms, frameworks, and design patterns, and make build-vs-adopt recommendations for the platform roadmap
- Regularly demonstrate what you have built to other development teams — explaining not only what an agent does, but how it works — to build trust and drive the adoption of the platform

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- Acting as a practical and champion technical resource for AI-DLC adopting teams, helping them unlock on the platform

Qualifications

Requirements

- 3+ years of experience with a software development background (Python and/or TypeScript/JavaScript) with the ability to build and operate quality production services, not only prototypes
- Practical experience of building agent-based solutions – for example, with LangChain, LangGraph or similar agent frames – even in coding harnesses like Claude Code.
- Practical experience with the MCP (Context Protocol) servers and creating custom skills/tools for harness coding such as Claude Code
- Demonstrated personal mastery with border coding assistants (e.g., Claude Code) for real engineering work, including multi-agent workflows
- Experience with CI/CD pipelines and DevOps tools (e.g. GitHub Actions, Jenkins, Docker/Kubernetes) — you understand what the CICD automation actually does and how the architecture can be integrated by default
- A good understanding of the life cycle of software development, including product discovery, stakeholder requirements collection, design, architecture, development and dissemination
- A strong communicator, a comfortable presentation and demonstration of technical work to other development teams and translation of the platform's capabilities in terms of application teams can influence the
- Strong software architecture and system design skills; comfortably make platform compromises that will be consumed by many other teams

Assets

- Experience with specification-oriented development paradigms, especially GitHub spec-kit / SpecKit — a significant advantage for this role
- Experience in architecture frameworks as a code, in particular CALM finos
- Experience in application architecture, particularly system design, access/data layer, data ontology, etc.
- Experience with standalone coding agent platforms such as Devin, Claude Code, Copilot or similar products
- Familiarity with AI-DLC or comparable structured, gate-based AI-assisted delivery methodologies
- Experience in financial services or other regulated industry, in knowledge of the safety and compliance constraints that shape the design of a business agent

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.

- A total compensation program with competitive pay, bonuses and flexible benefits, plus commissions and stock where applicable.
- The ability to shape a platform used by development teams throughout the bank, not just a single team or business line
- Leaders who support your development through coaching and growth opportunities
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- A world-class financial services and technology training program
- Flexible work/life balance options

Job Skills

Active learning, agile methodology, application integration, artificial intelligence (AI), emerging technologies, business application delivery, group problem solving, programming languages, software development life cycle (SDLC)

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

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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 R0000187001 on the RBC careers portal.

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