Lead Software Engineer

Requisition	R0000190975
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	155 WELLINGTON ST W, TORONTO, ON M5V 3H1, Canada
Posted	November 12, 2026
Date in the description	October 26, 2026
Posted deadline	November 27, 2026
Last day to apply	November 26, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

As a Lead Software Engineer at RBC, you will play a key role in designing, developing, and delivering software solutions of high complexity. This role emphasizes independence, adaptability, and the ability to manage multiple projects simultaneously while maintaining a focus on delivering high-quality results. You will collaborate with cross-functional teams, proactively address technical challenges, and contribute to the team's strategic objectives by driving innovation and improving processes.

Responsibilities

- Software development: Design, development and implementation of software solutions of moderate to high complexity, ensuring alignment with operational objectives and technical requirements.
- Proactive problem solving: Identify and respond to system needs and technical challenges, using innovative approaches to achieve high quality results.
- Time Management: Independently manage multiple projects and tasks, demonstrating strong organizational and time management skills to set effective priorities and meet timelines.
- Team Technical Leadership – Explore and conceptualize the technical solution for business problems, create technical stories, allow other junior and senior developers to mentor them towards building a holistic solution.
- Collaboration: Work closely with inter-functional teams, including business stakeholders, product managers and other engineers, to ensure seamless integration and delivery of solutions.
- Continuous learning: Stay up to date with new frameworks, tools and technologies, get out of your comfort zone to meet various challenges.
- Decision Making: Apply professional judgment and expertise to make informed decisions, reconciling technical excellence with operational priorities.
- Strategic Contribution: To foster innovation, improve processes and deliver results that are consistent with the team's strategic objectives.

What do you need to succeed? Must Have's

- At least 10 years of professional experience as a software developer, with a proven track record of delivering high quality solutions.
- Technical Proficiency:
- In-depth knowledge of Git, including plug-in strategies, code reviews and conflict resolution.
- Skills in relational and SQL databases.
- Skill with distributed databases and cache in memory (MemSQL).

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- Competency with Java (Core, Springboot) object oriented programming language.
- Practical experience in automated testing, including unit testing, integration testing and end-to-end testing.
- Independence and ownership: Demonstrated be able to work on your own and take care of tasks, leading to completion with minimal supervision.
- Technology Decisioning & team coaching
- Problem-solving skills: Strong problem-solving and analytical skills that can effectively address complex technical challenges.
- Use AI platforms to quickly create innovative solutions.
- Practical experience of CI/CD pipelines and best practices for automated testing.

Nice-to-Have’s

- Familiarity with tools like GitHub Copilot or Claude Code.
- Experience with GitHub advanced workflows, including draw applications and shares.
- Experience with frontend development ideally Typescript or JavaScript
- A focus on reflecting on processes and adjusting behaviors to enhance team effectiveness.

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.
- 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.
- A world-class financial services training programme
- Flexible work/life balance options
- Opportunities to do challenging work

Job Skills

Active learning, agile methodology, application integrations, 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.

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 R0000190975 on the RBC careers portal.

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