Lead Automation Engineer

Requisition	R0000191479
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 2, 2026
Last day to apply	November 29, 2026
Posted deadline	November 30, 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 seeking an exceptional Principal Engineer to lead the design, development, and implementation of AI-driven software development lifecycle and intelligent automation solutions. This role will drive innovation across CNB by architecting enterprise-scale automation and AI integration initiatives, establishing best practices, and elevating the technical maturity of our engineering organization.

Responsibilities

Technical Leadership

- Architect and implements UiPath automation at the company level and AI-based solutions
- Define and enforce automation and SDLC development standards and best practices
- Lead complex initiatives for automation, AI integration and SDLC transformation
- Serve as a high-level technical climbing point for AI automation and solutions
- Mentor and guides senior and junior automation engineers to technical excellence

RPA Engineering

- Design and develop advanced UiPath automation solutions, including:
- Attended and unattended automation
- Document Understanding and Intelligent Document Processing
- API-based integration and automation service
- Orchestra architecture with high availability deployments
- Optimize the performance, scalability and reliability of automation platforms
- Complex lead debogage, production support and architectural journals
- Conduct code reviews and establish reusable frameworks

AI Engineering

Design and implement AI-driven automation solutions including

- Intelligent Document Processing
- LLM Motor Automation and Quick Engineering
- AI and AI conversational agents
- ML model integration and governance

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- Integrating UiPath with AI's corporate platforms and APIs
- Develop AI orchestration workflows with model monitoring and evaluation
- Implement agent automation and advanced AI usage cases

AI-Driven SDLC

- Architect AI/ML solutions that improve code generation, testing, deployment and monitoring
- Integrate AI technologies into existing workflows and SDLC tools
- Develop roadmaps for AI-driven automation across engineering processes
- Develop governance models for governance of AI models and responsible AI practices

Architecture & Strategy

- Define enterprise automation and AI-driven SDLC architecture and roadmap
- Evaluate new automation and AI technologies for organizational adoption
- Partner with the team of business architecture, security and compliance
- Drive adoption of intelligent automation and AI capabilities across the organization
- Establish governance models for AI automation and delivery

Mentorship & Development

- Senior and Junior Mentor Automation Engineers
- Develop development standards and reusable frameworks
- Conduct technical training sessions and improve overall technical maturity
- Develop future technical leaders in automation and AI teams

Qualifications

Requirements

RPA & Automation

- UiPath Studio Expert Level
- UiPath Orchestrator architecture
- UiPath Document Understanding and Center of AI
- UiPath Integration Service and Applications
- Reframework and advanced framework design
- The queue-based architecture and exception handling strategies
- Operational and monitoring design

AI / ML

- Experience integrating LLM APIs and fast engineering
- AI workflow orchestration
- Smart Document Processing and NLP Solutions
- Model evaluation, adjustment and governance
- Vector databases (preferred)

Assets

- Experience in enterprise and AI automation programs at scale (50+ processes)
- Experience with the Centre of Excellence (CoE) automation models
- Experience in automation of advanced AI agents and solutions
- Contributions to open-source automation or AI/ML projects
- Experience in managing complex interfunctional initiatives
- UiPath Certified Professional Automation Solution Architect Professional
- UiPath Certified Professional Advanced RPA Developer

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- UiPath AI Associate or AI Professional (preferential) Professional Certification OR equivalent recognized AI technical certification

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
- Opportunities to do challenging work

Job Skills

Business work, communication, critical thinking, decision-making, group problem solving, long-term planning, negotiation, management of organizational change, professional presentation

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 R0000191479 on the RBC careers portal.

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