Senior Developer Technical Lead

Location: Flexible – Work in-office at Kitchener, Ontario or remotely anywhere in Ontario

Company: Squint Cognition Inc. (www.squintcognition.com)

About Us

Squint Cognition Inc. develops cognitive AI systems designed to make AI think - bridging the gap between human reasoning and machine intelligence. As a cutting-edge startup, we focus on creating innovative AI solutions that enhance decision-making in autonomous systems. We are passionate business leaders and technologists with deep expertise in developing software solutions where safety and reliability come first.

Position Overview

We are seeking an experienced **Senior Technical Lead** to guide and mentor our Full-Stack Software Developers and QA Engineers while actively contributing to development. This role is critical in driving technical excellence, planning development cycles, and ensuring timely delivery of high-quality software. This role requires exceptional technical judgment and attention to detail to ensure code quality, security, and performance across all deliverables. While this position does not currently involve direct people management, it is expected to transition into a formal management role as the team grows. Strong leadership skills are essential to coordinate efforts, set priorities, and foster collaboration across the team.

Key Responsibilities

- **Technical Leadership:** Provide guidance on architecture, design patterns, and best practices for full-stack development and QA processes.
- **Hands-On Development:** Contribute to coding efforts on complex features and critical components using C#, .NET, and Python.
- **Pull Request Reviews & Approvals:** Perform in-depth technical reviews of code submissions with a strong focus on attention to detail, ensuring adherence to standards, security, and performance requirements.
- **Sprint Planning & Scheduling:** Lead sprint planning sessions, define goals, and set realistic timelines to ensure successful delivery.
- **Team Coordination:** Act as the primary point of contact for developers and QA engineers, facilitating communication and resolving technical blockers.
- **Quality Assurance Oversight:** Collaborate with QA engineers to ensure robust testing strategies and maintain high product quality standards.
- **Technical Roadmap:** Work with stakeholders to align technical priorities with business objectives and contribute to long-term product strategy.
- **Mentorship:** Support team members' growth through technical mentorship and knowledge sharing.

Qualifications

- **Education:** Bachelor's degree in Computer Science, Software Engineering, or a related field.
- **Experience:**
    - 10+ years in full-stack development (C# / .NET, Python)
    - 5+ years in a technical leadership or senior engineering role
- **Technical Skills:**
    - C#, .NET, Blazor (WebAssembly)
    - REST API design and integration
    - Database design and management (SQL, ideally SQLite)
    - Entity Framework
    - Concurrency and multi-threading
    - Strong code review and quality assurance practices
- **Soft Skills:** Strong leadership, excellent communication, attention to detail, and the ability to influence without direct authority.
- **Certifications:** Agile/Scrum certifications or relevant technical certifications are a plus.

Why Join Us:

- **Innovative Environment:** Be part of a forward-thinking team that is shaping the future of AI and autonomous systems.

- **Growth Opportunities:** As a startup, we offer significant opportunities for professional development, including the potential to transition into a formal management role as the team expands.

- **Collaborative Culture:** Work in a supportive and collaborative environment where your contributions are valued.

How to Apply: Interested candidates are invited to submit their resume and cover letter to careers@squintcognition.com.