Company: ScopeSys Inc.
Location: Vancouver, BC
Type: Full-Time | Engineering Lead | On-site (Vancouver lab)

About ScopeSys

ScopeSys builds next-generation single-molecule analytics to accelerate the design, development, and manufacturing quality control of genetic medicines. Our CLiC (Convex Lens-induced Confinement) platform measures size, payload, structure, and interactions at the single-particle level—linking biophysics to drug performance. We're translating this technology into benchtop instruments, consumables, and analytical services for pharma, biotech, and academic teams.

Role Overview

We're looking for a hands-on, technically grounded Engineering Lead to lead instrument and consumable development from design and prototyping through repeatable manufacturing and reliable operation in customers' labs. Reporting to the CEO, you'll set technical direction, lead a small multidisciplinary team, and be the person accountable for getting hardware developed, products manufactured (whether in-house or with an outside partner), and instruments serviced in the field.

Key Responsibilities

- Lead the design, development and manufacturing of ScopeSys' new products focused on new hardware development across optics, electronics, mechanics, and fluidics, either with the internal team or through a contract design and manufacturing partner, from requirements through verification and into production.
- Own the manufacturing of instruments and consumables, whether through an internal build group or a contract manufacturer, including design for manufacturability, design transfer, and controlled documentation (bills of materials, assembly instructions, acceptance criteria, and test procedures) to support consistent quality and repeatable production.
- Work with field service team to enable instrument service and support in the field: troubleshooting, repairs, spare parts, and escalations, and feed failure data back into design and manufacturing.
- Lead and grow a small, multidisciplinary engineering team, setting engineering standards, mentoring team members, and resolving technical barriers.
- Own the engineering side of the product roadmap, planning, and budget alongside the rest of leadership.

Qualifications

- Bachelor's or Master's degree in engineering (Mechanical, Electrical, Engineering Physics, Biomedical, or a relevant STEM field), or equivalent hands-on experience.
- 5+ years of engineering experience designing hardware products and taking them from development into manufacturing and the field.

- Direct experience with at least one of: scientific or medical instruments, optical/photonic systems, microfluidics or consumables, or comparably complex electromechanical products.
- Experience managing contract manufacturers and/or outside design partners: qualifying them, transferring designs, defining quality expectations, and managing delivery, cost, and performance.
- Experience leading or mentoring engineers, and comfort being accountable for a team's output even where you aren't the deepest expert in the room.
- Systems thinking across mechanical, electrical, optical, and firmware interfaces, with depth in at least one discipline and the ability to integrate subsystems and make technical trade-offs.
- Applicants must be legally authorized to work in Canada.

Additional assets

- Experience with single-molecule, microscopy, or other advanced optical measurement platforms.
- Supply-chain or procurement experience for low-to-medium-volume technical products.
- CAD fluency (Onshape, SolidWorks, or similar) for reviewing drawings and guiding design.

Why ScopeSys

- Help build the engineering function at an early-stage deep-tech company, taking products from design and prototyping through manufacturing and customer deployment.
- Real breadth: hardware design and development, manufacturing, and service across optics, electronics, fluidics, and mechanical systems.
- A small technical team where you can directly shape engineering decisions and product development.
- Annual base salary: C$90,000–C$130,000, plus equity, benefits and opportunities to grow as the company scales.
- A direct line to the product, the platform, and the people using it.

How to Apply

Send your resume and a short cover note highlighting relevant hands-on experience (instruments you've taken to manufacturing, partners you've managed, teams you've led) to:

careers@scopesys.ca
with the subject line "Engineering Lead".