

Engineering Lead

Company: ScopeSys Inc.

Location: Vancouver, BC

Type: Full-Time | On-site (Vancouver lab)

About ScopeSys

ScopeSys builds next-generation single-molecule analytics to accelerate the design, development, and manufacturing 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 and biotech teams.

Role Overview

We're looking for a hands-on, technically grounded Engineering Lead to own the engineering function as we move from working prototypes to instruments and consumables that get built repeatedly and stay running once they're in a customer's lab. You'll set technical direction and lead a multidisciplinary team. You will be accountable for getting hardware developed, products manufactured (whether in-house or with an outside partner), and instruments serviced in the field.

Key Responsibilities

- Lead new hardware development of instruments and consumables. This includes the development and integration of optics, electronics, mechanical, software, and fluidics components into a complete instrument. You will be responsible for development from requirements, prototypes, and production.
- Own the manufacturing of instruments and consumables, through a combination of in-house manufacturing and outside suppliers and contractors. This includes design-for-manufacturing, design transfer, and the documentation (BOMs, work instructions, test procedures) that makes production repeatable.
- Own instrument service and support in the field: troubleshooting, repairs, spare parts, and escalations, and feed failure data back into design and manufacturing.
- Select, qualify, and manage contract manufacturers, design partners, and key suppliers, owning the quality bar, schedule, and relationship.
- Lead and grow a multidisciplinary engineering team, holding the technical bar and clearing blockers.
- Own the engineering side of the product roadmap, planning, and budget alongside the rest of leadership.
- Work collaboratively in a multidisciplinary team of scientists and engineers. Integrate product feedback from the commercial team and customers.

Qualifications

- Bachelor's or Master's degree in engineering (Mechanical, Electrical, Engineering Physics, Biomedical, or a relevant STEM field), or equivalent hands-on experience.

- 5–10 years of engineering experience, including developing hardware products to commercial launch, manufacturing, and support in the field.
- Direct experience with at least one of: scientific or medical instruments, optical/photonic systems, microfluidics or consumables, or comparably complex electromechanical products.
- Hands-on experience managing contract manufacturers and/or outside design partners: qualifying them, transferring designs, holding quality, and keeping the relationship working.
- A solid grounding in design for manufacturing, design transfer, and verification.
- 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 boundaries, enough to integrate and make trade-offs even if your real depth is in one area.
- Eligibility to work in Canada.

Additional assets

- Experience with single-molecule, microscopy, or other advanced optical measurement platforms.
- Familiarity with consumables or microfluidic device manufacturing.
- Exposure to a quality system (ISO 9001 / ISO 13485) and the discipline of controlled documentation.
- 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

- Lead an engineering function, from prototype to manufactured product to instruments running in customers' labs, at an early-stage deep-tech company.
- Real breadth: hardware development, manufacturing, and service across optics, electronics, fluidics, and mechanical, often in the same week.
- A small, technical team where engineering calls are made by the people doing the work.
- Competitive compensation, benefits, and meaningful room 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 cover letter highlighting relevant hands-on experience. Please include products you've taken to manufacturing, partners you've managed, and teams you've led to:

careers@scopesys.ca

with the subject line "Engineering Lead".