

VP Technology & Engineering

Location: Canada (Remote / Hybrid)

Reports to: CEO

Team Size: ~6 engineers (mobile, backend, QA, DevOps)

About SolusGuard

SolusGuard is a people-first safety technology company protecting employees who work alone, in the field, or in high-risk environments. Our platform combines mobile, backend, and satellite technologies to deliver reliable, real-world safety — even when connectivity is limited.

We're at a growth inflection point: strong customers, increasing enterprise requirements, and a need for greater technical leadership to scale predictably and responsibly.

The Role

We're hiring a VP Technology to lead our engineering organization through its next stage of growth. This role is about **leadership, structure, and accountability**, not coding.

You will be responsible for:

- Building a high-performing, well-supported engineering team
- Establishing clear technical standards and decision-making frameworks
- Improving delivery predictability and reducing operational risk
- Ensuring our platform is scalable, secure, and enterprise-ready

You'll work closely with a Senior Backend Architect and a strong team of developers, focusing on *how* work gets done rather than doing all of it yourself.

What You'll Do

Technology Leadership

- Own overall technical direction and roadmap alignment with business goals
- Balance near-term delivery with long-term architectural health
- Make build vs. buy decisions and evaluate vendors/partners
- Ensure technical decisions support scalability, reliability, and security

Engineering Management

- Lead, mentor, and support a small but critical engineering team
- Set clear expectations, priorities, and success metrics
- Run effective planning, reviews, and retrospectives
- Create an environment of accountability, trust, and continuous improvement

Delivery & Execution

- Improve predictability of delivery and reduce last-minute fire drills
- Establish lightweight but effective processes (no bureaucracy for its own sake)
- Partner with Product, Customer Success, and Sales to align priorities

Infrastructure, Security & Risk

- Own technical risk management and resilience
- Oversee DevOps, infrastructure, and security practices
- Ensure compliance requirements (e.g., SOC 2) are met and maintained
- Reduce single points of failure across systems and people

What We're Looking For

Experience

- 8–15+ years in software engineering
- 3–5+ years in a senior technical leadership role (Director, VP, Head of Engineering)
- Experience leading teams across backend, mobile, and/or infrastructure
- Experience in SaaS, platform, or safety-critical systems strongly preferred

Leadership Style

- Calm, structured, and pragmatic
- Comfortable making decisions and being accountable
- Strong communicator with technical and non-technical stakeholders
- Focused on building sustainable systems and teams, not heroics

Technical Depth

- Strong systems thinking and architectural judgment
- Enough technical depth to challenge decisions and set standards
- Not required to code daily — but must deeply understand the systems

Why This Role Matters

This role is critical to SolusGuard's ability to:

- Scale revenue with confidence
- Reduce operational and customer risk
- Support enterprise and government customers
- Build a technology organization that doesn't depend on burnout

You'll have real ownership, real influence, and a CEO who values clarity, trust, and people-first leadership.

Compensation

- **Base Salary:** ~\$150,000 CAD (flexible based on experience)
- **Equity:** Meaningful equity participation
- Benefits and flexibility aligned with a high-trust, remote-friendly culture