

FORTECH ENGINEERING LTD.

Full Stack Software Engineer

Fortech Engineering Ltd. — Primarily remote with office in Waterloo, Ontario

\$140–170K base + 10–20% performance pay + equity path

We design the systems that make buildings actually work – HVAC, plumbing, electrical, lighting, all of it. The way the industry designs has barely changed in 50 years, but the problem continues, and it isn't drafting or even speed of execution. The real problem is that there's no consistent way to think through a project. The quality of the outcome depends on who's running it – what they remember, what they ask, what they catch, and what they miss. Two engineers can run the same project completely differently.

That doesn't scale.

We're not trying to fix that with better tools. We're building a system that captures how good engineers think – what needs to happen, what questions need to be asked, and how decisions get made so it doesn't live in one person's head. From there, everything else flows – automation, design, drafting, all of it.

We live this problem every day and know exactly what needs to happen on a project; what gets missed, and what it takes to get to the right answer. We've spent years working through what this system needs to be. The structure is there and real pieces are built and working. The team has seen where this is going and they're waiting for it. What we need now is to take it from working pieces to production platform – the kind of system the whole team relies on every day.

Now we need to build it properly, and fast.

This is where you come in

We're not trying to build everything at once. We're building the foundation first – the part everything else depends on, and the part that allows this to scale without breaking.

We need someone strong on the front end – someone who cares about how this looks and feels to use. But this isn't just UI. You'll need to get into the system, tighten things up where they're loose, and make sure it all holds together. It also isn't about building features, but about building something that truly works – something people rely on every day.

You won't be building this in isolation. You'll be working directly with the founder, and with the MEP engineers and designers who are using this every day. We're at the point where we can't build this fast enough.

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What we're screening for

- **Systems thinking** – can model complexity, doesn't get lost in edge cases, sees structure where others see chaos.
- **Builder mindset** – ships, doesn't wait for perfect specs, comfortable with ambiguity.
- **Strong design judgement** – builds for the workflow, not for user preferences; "They don't know what they want until we show them."
- **Intellectual honesty** – pushes back when things don't make sense, doesn't just say "yes", helps refine the product, not just execute it.

How we work

The bottleneck isn't writing code anymore. It's writing plans, specifications, and edge-case thinking well enough that execution is fast and clean. That's how we work. If that clicks, we'll move fast together.

Valuable but not required

- Experience with complex workflow tools, data models, or engineering-type systems
- Exposure to AEC, construction, or similarly messy real-world domains

Who this is not for

- "Framework-first" devs who talk tools, not problems
- Pure startup hype types where the pitch matters more than the build
- Corporate CTOs who optimize teams, not create systems
- AEC-only people without software depth

Stack

React · TypeScript · Tailwind · shadcn/ui · AG Grid · TanStack Query · Drizzle · PostgreSQL · Python (FastAPI) · Node.js · MinIO · Docker

Compensation

- **Base:** \$140–170K, commensurate with what you bring
- **Performance pay:** 10-20% of base, tied to delivery milestones and company profitability – not vanity metrics
- **Equity:** Earned, not granted. We don't hand out equity as a signing incentive. Equity is what happens when someone builds sufficient value to warrant a guaranteed cut of future growth.

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This isn't a fixed role

As this system takes shape, the scope expands. The right person won't just be building it – they'll play a big part in how it evolves from here.

How to apply

Send a note to jacri@fortecheng.com with:

1. Resume or LinkedIn profile.
2. A link to something you've built – code, a product, a side project. Needs to show how you think.
3. A short explanation of a complex system you've had to model or simplify.
4. One example of something you built where the interaction design was the hard part – not the backend, not the integration, but making a complex workflow feel fast and natural for the user.