Technical Lead - Reliability Engineering (Anvil Pipeline)

Montreal - Full-time - 744000111878105

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The Engineering Challenge

Over 4,000 developers share a single codebase across multiple AAA game productions. Every commit lands everywhere. At that scale, the question is not whether you need automated validation, but how you build the platform that makes it work without anyone having to think about it.

That platform is what we build. The Reliability domain owns the orchestration engines, developer tooling, and quality intelligence infrastructure that sit between code and confidence. When our systems work well, thousands of developers ship faster. When they don't, entire productions feel the friction.

Right now, **62% of developers cite testing as their top source of friction.** We intend to change that, and we need a Technical Lead to drive the how.

Why This Role Is Worth Your Attention

You already have a good job. Here is why this one is different.

The scale is rare

Your architecture decisions will directly affect the daily workflow of 4,000+ game developers across some of the biggest productions in the industry. Few tech lead roles offer that reach.

You get to build, not just maintain

We are in the middle of a platform transition: migrating from our current orchestration engine to a next-generation platform. You will define the integration architecture, execution contracts, and migration strategy. This is greenfield platform engineering at production scale.

The scope is broad and technical

This is not a QA role. You will work across distributed execution platforms, IDE tooling (Visual Studio), test lifecycle automation, observability pipelines, and governance systems. Think developer productivity engineering applied to game development.

You will have real autonomy

Small team, critical mandate, direct collaboration with the Architect and Engineering Manager. You set the technical direction.

The Role

Reporting to the Engineering Manager and working closely with the Architect, you will serve as the technical authority for the Reliability domain. This is a hands-on leadership role: you write code, set technical direction, and mentor a team of engineers.

Who You Are

A craftsperson who still loves code

You care about architecture, readability, and doing things right. You are still hands-on in C#/.NET, curious about the subtleties of the language, and you hold yourself to high standards before asking the same of others. You bring rigor to testing, CI/CD, and software quality because you have seen what happens without it.

A coach, not a hero

Your success is measured by the growth of the people around you. You elevate developers of all levels through feedback, pair programming, and leading by example. You adapt your message to your audience. You value someone's progress as much as their output.

An antenna for good ideas

You know that the best solutions rarely come from one person. You listen, you recognize a good idea even when it is not yours, and you help it grow. You create space for initiative, encourage proof-of-concepts, and resist the urge to centralize every technical decision.

A leader who stays close to the ground

You are not afraid to dig into tickets, debug integrations, or jump into a production incident. You stay grounded in implementation reality. You show up in code reviews, technical debates, and the messy moments, not just the architecture meetings

What You'll Do

Technical Leadership

- Own the technical vision and architecture for the Reliability domain, spanning orchestration, test frameworks, and quality intelligence.
- Make and be accountable for technology choices that affect 4,000+ developers and multiple game productions.
- Act as the go-to technical reference for the team and stakeholders across Anvil Pipeline.
- Advise the Engineering Manager and Architect on technical tradeoffs, corrective measures, and roadmap priorities.

Platform and Tooling

- Drive the technical strategy for transitioning from our current orchestration engine to a next-generation platform.
- Define the integration patterns, execution contracts, and results pipelines to enable large-scale

adoption of the new platform in FY28+.
- Improve the test developer experience: IDE integration (Visual Studio), one-click farm execution, local-to-farm workflows.
- Design test lifecycle automation (automated promotion, quarantine, and staging workflows replacing manual bottlenecks).

Quality Engineering

- Establish trusted observability for quality signals: KPI storage, visualization, alerting, trend analysis.
- Build tooling to accelerate triage: automated crash data linking, structured failure outputs, contextual artifacts.
- Define and implement governance frameworks: stability thresholds, flaky test detection, gatekeeping rules.
- Champion a balanced testing pyramid by enabling adoption of unit and integration tests alongside existing world loading tests.

People and Practices

- Mentor engineers on the team, raising the technical bar across the domain.
- Define best practices for test automation, CI integration, and reliability engineering.
- Collaborate with Technical Directors from other disciplines (design, graphics, animation, sound) to ensure testing tools serve their workflows.
- Contribute to performance assessments in collaboration with the Engineering Manager.

What You Bring

Education

- Bachelor's degree in computer science, computer engineering, or equivalent.

Experience

- Minimum 5 years of experience in software engineering, with demonstrated technical leadership.
- Proven experience designing or operating systems at scale (CI/CD pipelines, test infrastructure, developer tooling, or similar domains).
- Experience working in a large codebase with multiple contributing teams is a strong asset.
- Game industry experience is a plus but not required.

Technical Competencies

- Advanced proficiency in C# programming.
- Good proficiency in C++ programming.
- Strong understanding of software quality processes, test automation, and build systems.
- Experience with test orchestration platforms, CI/CD tooling, or developer experience infrastructure.
- Familiarity with observability practices (metrics, dashboards, alerting) is an asset.