

Careers

Software your business runs on. Built by the engineers you deal with. That is the promise we make to our clients, and it shapes what it's like to work here.

Epcotec is a senior engineering studio and applied R&D practice, founded in 2011 and operating remote-first across Australia and Canada. We have delivered more than 734 engagements with a team of 57 specialists across 11 departments. We are deliberately senior-led and deliberately small: you work directly with the people who scope and build the work, and the people you meet in your interview are the people you will work with.

What it's like to work here

- **Senior-led, not top-heavy.** Our teams are led by senior engineers who are accountable for delivery. There is no layer of account managers between you and the client, and no layer between you and the decision.
- **Remote-first, across two countries.** We hire across Australia and Canada and keep working hours that overlap across both. Where you sit matters less than what you ship.
- **Direct with engineers.** You will talk to the people you'll actually work with, from your first conversation through to delivery.
- **Human judgment, AI assistance.** We use AI tools to move faster, but a human owns every merge, every estimate and every answer. You will be expected to exercise judgment, not just produce output.
- **Fixed scope, clear pricing.** We scope work carefully and commit to it. That clarity extends to how we run our teams: you know what you own and what done looks like.

Our values

We hire and promote against six values: **Excellence, Integrity, Ownership, Courage, Collaboration and Care.** They are not wall posters. They are how we scope work, how we give feedback, and how we decide who belongs here. See [Employee Value Proposition](#) for how those values translate into what we offer.

How we hire

We hire for craft, trust and communication. Our process is built around a fixed-scope mindset: we want to understand what you can do, how you think, and whether we would both be glad we chose each other.

You can expect to:

1. Send us a note and a CV at careers@epcotec.com.
2. Talk to the engineering lead for your practice, the person you'd report to.
3. Meet the people you'd work with, including a practical conversation about real work, not a trivia quiz.
4. Get a clear answer quickly. If we are not the right team for you, we will say so rather than leave you waiting.

Current openings

We hire in four role families:

- **Engineering (Product & AI):** product engineers and AI specialists building the software our clients run their business on (TypeScript, React, Node, and applied AI/LLM work).

- **Platform, Data & Security:** platform engineers, data/MLOps engineers, and security and compliance specialists (Go, Python, Kubernetes, cloud infrastructure, ISO 27001-aligned and Essential Eight security practice).
- **Applied R&D:** research engineers and scientists working on optics, beam shaping, optical trapping and discharge physics, raising technology through TRL programs.
- **Delivery:** delivery leads and technical project managers who scope fixed-scope engagements and keep them honest.

We do not publish a rotating list of "current vacancies", and we do not hire to fill seats. We hire when we find the right person. So if you are good and you care about the work, we want to hear from you: send a speculative application and tell us where you fit.

Inclusion

Epcotec is an equal-opportunity employer, and we build an inclusive, remote-first workplace where every person can do their best work. Read more in [Diversity & Inclusion](#).

Join our team

If you want to do senior-grade work, directly with the people who build it, start the conversation at careers@epcotec.com.

Approved: Eugene Pivnev, Founder & Managing Director, Epcotec

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