

Full-Stack Engineer

Waterloo, Ontario | Full-time |

Who we are

Sidian is disrupting architecture, engineering and construction (AEC). We began September 2025 with mid-sized engineering firms, raised a US\$1M pre-seed round at the end of May and are now moving into enterprise. Our mission is to lead AEC's technological revolution, bringing the same step-change already reshaping medicine, finance and law. Our purpose is simple: to make humanity's basic needs affordable and sustainable, starting with infrastructure.

Our Team

A small but mighty team of 4. James is the CEO with 4 years of experience in AEC, a varsity football player at Waterloo, and Sanford Fleming recipient for top academic students. Mankirat is the CTO, an ex-founder, and Valedictorian of engineering at Waterloo. Cardoso is a founding engineer with a Master's in AI/ML and expertise in knowledge graphs and GNNs. Dimo is the lead of Computer Vision and also earned a UWaterloo Masters. Finally, our beloved co-ops.

The role

Engineering firms run on fragmented data - 3D models, BIM files, PDF drawings, spreadsheets, documents, emails and legacy systems that neither people nor AI can easily use together. Sidian is building the company's brain: an enterprise platform that connects this information and gives engineering teams intelligent tools to act on it. As our Full-Stack Engineer, you will own product development across the stack, with a primary focus on backend architecture and agent orchestration. You will build reliable systems in Python and TypeScript, coordinate agents with LangChain and LangGraph, and create React experiences that put those capabilities in customers' hands.

You'll work directly with the founders, AI/ML engineers and enterprise customers, own core architecture, ship quickly and help shape the engineering culture. As an early team member, your scope and responsibility will grow with the company.

What you'll own

Build production backend systems - Python and TypeScript services, APIs, data models, authentication, queues and enterprise integrations.

Orchestrate intelligent agents - LangChain and LangGraph workflows, tools, retrieval, structured outputs, memory, evaluation and human-in-the-loop controls.

Own full-stack features - from architecture and database design through React interfaces, testing, deployment and monitoring.

Connect complex engineering data - BIM files, drawings, spreadsheets, databases, cloud drives and third-party systems.

What you bring

- **1-3 years shipping production software**, primarily as a backend engineer.
- **Strong TypeScript and Python**, plus practical React experience and sound software fundamentals.
- **Production systems experience** with APIs, SQL databases, cloud infrastructure, background jobs, testing and observability.
- **Hands-on agent experience** with LangChain, LangGraph, RAG, tool calling or similar LLM systems.
- **Evidence of initiative** - a startup, product, open-source project or independent build you drove to production.
- **High agency, urgency and ownership**. AEC experience is not required.

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