

Systems Engineer

Rail, Transit & Complex Infrastructure

Location: Vancouver, BC (hybrid, with travel to client sites) **Type:** Full-time, permanent

Compensation: Competitive salary, comprehensive benefits, flexible work, professional development

Think in systems. Build with people. Deliver what works.

About SysEne (sis-een)

SysEne brings together systems engineering and a systems approach to project management. We help owners and transit authorities deliver complex infrastructure by connecting technology, processes, and people across the full life cycle.

We're a small, high-standards team. We invest heavily in the people who join us. If you want to do work that is technically demanding and genuinely consequential, learn from experienced practitioners, and grow into a strong systems engineering practitioner, SysEne is where you start that.

The Opportunity

We are hiring an entry-level Systems Engineer to join our team and grow into a strong practitioner. You will work under the direct mentorship of senior systems engineers and architects on active client programs.

This role is suited to someone who is completing or has recently completed a degree in systems engineering or a closely related discipline. We especially want someone who has worked through a meaningful system design, even at a student project scale, and can talk clearly about what they built and what they learned. You will contribute to real engagements from day one and be supported by colleagues who take mentorship seriously. Over time you will take on greater responsibility as your judgment and experience develop.

What You Will Do

Systems and Requirements Engineering

- Support requirements elicitation, documentation, and traceability across client programs
- Assist in developing and maintaining Concepts of Operations and interface definitions
- Learn and apply requirements management tools such as Jama Connect, Jira, or equivalent

Systems Architecture and Design

- Contribute to functional and physical architectures under senior guidance
- Support trade studies and documentation of design decisions and rationale
- Develop technical writing skills through architecture descriptions and engineering reports

Verification and Validation

- Assist in developing V&V plans and procedures linked to requirements
- Support integration testing, factory and site acceptance activities

Client and Team Engagement

- Participate in client meetings and stakeholder workshops
- Prepare technical summaries, meeting notes, and supporting materials
- Ask good questions. Listen carefully. Requirements live in people, not just documents.

What You Bring

Required

- Degree in Systems Engineering, or near completion. Related engineering disciplines (Electrical, Mechanical, Computer, Mechatronics) considered with strong systems engineering coursework or a systems-focused thesis or capstone
- EGBC EIT eligibility or working toward it
- Demonstrated engagement with systems thinking. A capstone project, thesis, internship, or student design project that involved working across more than one engineering domain

- Genuine curiosity about people and how they work. Someone who asks thoughtful questions and listens past what people ask for to understand the actual need behind the request
- Clear written and verbal communication

Helpful

- Internship or co-op experience in an engineering or technical environment
 - Exposure to rail, transit, infrastructure, or operational systems
 - Familiarity with requirements management or MBSE tools
 - Awareness of systems engineering standards such as ISO/IEC/IEEE 15288 or INCOSE practices
-

What Sets You Apart

- You have worked through the full arc of a system design, even at a student scale, and can describe what was hard and what you learned
 - You ask good questions before jumping to solutions
 - You are organized, thorough, and take quality seriously
 - You are aware that organizational dynamics shape technical outcomes and you approach those situations with curiosity rather than frustration
 - You are a learner who seeks feedback, reads widely, and wants to grow your craft.
-

What We Offer

- Structured mentorship from senior systems engineers and architects on real programs
 - Meaningful work on infrastructure that owners and communities depend on
 - A team that invests in your growth and takes knowledge-sharing seriously
 - Flexible hybrid work and genuine work-life balance
 - Competitive salary, comprehensive benefits, paid vacation, and professional development
-

How to Apply

Submit your resume and a cover letter describing a system you helped design, analyze, or deliver. Tell us what the challenge was, what role you played, and what you learned. Student and capstone projects are welcome.

SysEne is an equal opportunity employer committed to diversity and inclusion. We welcome applications from all qualified individuals.