

Job Opportunity

Job Title: Senior/Lead Full-Stack Software Engineer – Women’s Health AI Solutions
Job ID: #T26001
Job Type: FT, min. 6 months (fractional time is optional for the right candidate)
Work Location: Hybrid work (mainly remote; in-office meetings 1-2 days per month)
Co-working Offices: 2115 South Service Rd. W, Oakville, Ontario, L6L 5W2
Innovation Factory, 178 Longwood Rd. S, suite B21, Hamilton, ON, L8P 0A1
Posting Date: August 15, 2026
Start Date: October 1, 2026

COMPANY OVERVIEW:

[Healthyher.Life](https://healthyher.life) is a Canadian startup company with a vision to remodel the women’s health care experience to one that empowers patients with trusted health education, 24/7 virtual support and personalized care guidance. Our mission is to deliver a platform that integrates with clinics, pharmacies and workplace wellness centers to help women access reliable, personalized care solutions for managing chronic, life-disrupting hormonal health conditions such as Menopause, PCOS, Endometriosis, Thyroid disorders and more. Our platform features a Knowledge Center, Women Talking™ online learning events, a Marketplace of health products, a community member hub, guided by Hailey® Your AI Health Concierge®. The platform has a growing community of 700+ registered members and 2500+ email and social subscribers. Our venture has participated in Canada’s top tech accelerator programs, including NEXT AI, Collision (Web Summit), Communitech, Movement 51, Innovation Factory-LiONS LAIR finalist, and is a venture company within Femtech Canada.

JOB SUMMARY:

We are seeking to fill the role of **Senior Full-Stack Software Engineer – Women’s Health AI Solutions (Job ID #T26004)** to join our team as our Lead Engineer. The engineer we are looking to recruit will actively lead and work hands-on the development of our AI tech solutions we’ve created for specific use-cases in women’s health: 1) an agentic AI assistant app Hailey®, Your AI Health Concierge®; and 2) our PAD AI solution app (Patient Assessment and Diagnostic AI) which has been developed for PCOS clinical decision support. Our AI solutions are at MVP stage and will become part of a B2B platform for integration with partnered health clinics, pharmacies and workplaces. The Senior Software AI Engineer will lead all of our platform development and AI solution projects, which have a broad and evolving scope that may include:

- optimizing solution architecture with RAG
- building agentic AI models with orchestration
- refining the AI solutions and enhancing app performance during UAT.

We are seeking a smart, versatile and self-starter individual who is clearly passionate about women’s health, works independently as a full-stack software developer with some experience with platform architecture design/build, has experience with app deployments, and can work to continuously improve the AI solution engineering, under the guidance of a CTO advisor and AI Product Strategy Director. The candidate we want to recruit is a person truly seeking to be a founding engineer of Healthyher.Life, someone who cares deeply about applying their skills and knowledge in AI and full-stack development to deliver a high impact healthcare solution to more than 100 million women globally. The need for continuous learning, technical challenge, diversity of knowledge and a fast pace to deliver a useful product is something that you thrive on.

DUTIES & RESPONSIBILITIES:

The range of work responsibilities will include:

- Design AI solution architectures that scale with healthcare industry security protocol (that is, past experience with building applications for HIPAA, SOCII compliance)
- Proven experience with architecting, development and deployment of a multi-tenant B2B platform, that may require integration with a clinical EMR platform (via HL7 or FHIR protocols).
- Work together our AI Product Strategy Director, you will support any outsourced development projects with external vendors or specialist contractors, in addition to performing a needs analysis, plan workflow outlines, and execute known methodologies to build or optimize our AI models and app solutions for deployment at scale.
- Conduct internal testing and monitoring of the AI app performance, to achieve results with high accuracy and consistency, to ensure a high quality and trusted AI experience for patients as end-users.
- Implement specific tools and resources (BERTscore, semantics tools, LangChain framework, Chain-of-Thought) to evaluate and improve the performance of our AI models.
- Applies knowledge to develop certain agentic AI functions for our models as deemed appropriate for the customer organization, with the capacity for scaleup.
- Regularly review and share updates on new AI technology frameworks, models and tools.

SKILLS & QUALIFICATIONS:

- University degree (Master's with 5+ years experience; or Bachelors with 7+ years experience) in computer science/Math, Computer Engineering, AI-ML software development, Data Science/Data Engineering, or similar.
- Minimum 5 years of industrial work experience in software development (preferably in regulated industries like digital health or fintech), building products with AI/ML models and delivering commercial AI products such as chat assistants with agentic AI capabilities.
- Experience in designing & building orchestrated agentic AI frameworks using relevant commercial LLMs is desired.
- Proven experience as a full-stack software development for web and mobile applications; demonstrated coding skills in Python, Java, MSQl, Mongo, R, Django, PHP, JavaScript, CSS/HTML, React, .NET, JSON, and similar. **Please provide link to your portfolio on Github.**
- Experience with UX/UI front-end development and UI design using common tools such as: Figma, React, MSQl, Javascript, CSS/HTML, PHP, etc. **Please provide link to your portfolio on Github.**
- Advanced skills in project planning and coordination, skilled at project documentation and visually organizing technical objectives, gaps and results; good data analysis skills, and confidence in your communication abilities.
- Takes full accountability for the quality of tech development work; demonstrates ethical, responsible and trustworthy work and personal behaviours.
- You care deeply about women's health issues; have hands-on experience working with private information, clinical datasets and ensuring that patient health information is secure.
- You are ambitious and confident to work independently on product development, with occasional technical guidance from a senior technology advisor (about 1-2 times per week); able and willing to work collaboratively by sharing knowledge responsibly and respectfully with team members.
- You are someone who possesses 'step up leader' personality trait - someone who learns quickly, able to adapt swiftly to changing priorities, and steps up to take initiative when needed, with management consent.

- Fluent in English language, especially for written documentation of your work. French bilingual skills are an asset. Highly proficient in commonly used work productivity software (MS 365, Google).

WHAT WE OFFER:

- **Note: this job is only open to Canadian citizens and Permanent Residents;** this is because the position will be funded partly by Canadian government grants that requires a Canadian resident or citizenship status. We regret that we are not able to employ candidates with an Open Work Permit for this role at this time, nor those who are non-Canadian residents.
- Compensation will be within industry standards (depending on education, skills and prior experience; the opportunity for stock options will be offered within the first year of employment).
- Hybrid work, mostly remote but also requiring monthly in-person meetings at our coworking office locations in Oakville, Hamilton, and Greater Toronto Area. Exclusively remote work is permitted for candidates who are living outside of Southern Ontario region.
- We provide professional development opportunities for learning, attending workshops and local professional conferences focused on AI/ML technologies.

If this opportunity interests you, and you possess the skills and qualifications to succeed in this role, then please forward your resume to careers@healthyher.life. This job is only available to Canadian citizens or permanent residents of Canada. We thank all applicants who express an interest in the job opportunity, but only those applicants who meet our requirements will be invited for an interview. Healthyher.Life uses hiring practices that are aligned with Canada's human rights laws and Ontario labour laws, and we ensure that every person is treated equally and fairly for employment, regardless of race, color, creed/religion, gender, sexual orientation, marital status, age, mental or physical disability.