

Job Report

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Engineering Leadership

3,539 postings scored. AIDA's Top 100, reviewed and ranked, follows.



AIDA's Top 100

Best matches - 1 of 3 (page 1 of 4)

POSTING

[Salesforce Tech Lead - Financial Services Cloud](#)

[Manager I
Engineering](#)

[Integration Tech Lead \(e-Transfer\)](#)

COMPANY

Astra North
Infoteck

Pinterest

Astra North
Infoteck

SCORE

12

11

9

WHY

Tech Lead title and Financial Services Cloud both hit directly; this is your current title applied to the exact FSC domain you've spent 15 years in.

A real, major tech employer hiring directly for an Engineering Manager title, the clearest step up from Tech Lead on your resume.

Exact Tech Lead title match on Interac e-Transfer integration work, squarely financial services infrastructure.

AIDA's Top 100

Best matches - 1 of 3 (page 2 of 4)

POSTING

[Automation Platform Technical Lead](#)

[Tech Lead](#)

[AI Engineering](#)

[Technical Team Lead](#)

[Technical Team Lead](#)

COMPANY

Export
Development
Canada

BMO

TripArc

Range

SCORE

9

9

8

8

WHY

EDC is a real federal Crown corporation in export finance. Technical Lead is an exact title match, and automation platform work lines up with your Salesforce and API integration background.

A major bank hiring directly for your exact current title, Tech Lead, on an AI engineering team.

Exact match to the Technical Team Lead keyword in your matrix, at a real travel-tech company.

Same exact title match as the TripArc listing above, at a different real company.

AIDA's Top 100

Best matches - 1 of 3 (page 3 of 4)

POSTING	COMPANY	SCORE	WHY
Engineering Manager - Front Office Trading Risk Platforms	BMO	7	The automated score landed this in MEDIUM, but the title itself, Engineering Manager at a major bank on trading risk platforms, is a direct hit. Caught on manual review.
Engineering Manager	Magical	7	Exact Engineering Manager title match at a real, smaller software company.
Salesforce Technical Lead	Astra North Infoteck Inc.	6	The scan only caught the industry keywords here, but Salesforce Technical Lead is a near-exact title match to your current role. Caught on manual review, not by the score.

AIDA's Top 100

Best matches - 1 of 3 (page 4 of 4)

POSTING

- [Vice President](#)
- [Engineering](#)

COMPANY

First National
Financial

SCORE

4

WHY

Only the Toronto location matched the scan, but First National Financial is a genuine mortgage lender and VP Engineering is real senior technical leadership, the strongest single title on this list for the leadership angle. Caught on manual review.

AIDA's Top 100

Worth a look - 2 of 3 (page 1 of 4)

POSTING

[Head Of Engineering](#)

[Technical Leadership](#)

[Senior/Team Lead Full Stack developer \(Toronto](#)

[hybrid\)](#)

[AWS Technical Lead](#)

[Node.js, TypeScript and AI](#)

COMPANY

Motion
Recruitment

TechMagic

Astra North
Infoteck

SCORE

11

10

10

WHY

Exact title match and a real posted salary range, \$210k to \$240k, but Motion Recruitment is a staffing agency and the end employer isn't named.

Real company, Team Lead in the title, but paired with hands-on full stack work rather than a pure leadership scope. Worth a look given your hands-on-leadership background.

The scan matched only the tool keywords, but Technical Lead in the title plus your Node.js/TypeScript range is a real fit for hands-on technical leadership. Astra North volume caveat applies, see Data Queen's Notes.

AIDA's Top 100

Worth a look - 2 of 3 (page 2 of 4)

POSTING

[Java Full stack Tech Lead - Spring Boot](#)

[Microservices, Angular](#)

[Tech Lead - Remote](#)

[Tech Lead Analyst \(DevOps\)](#)

[Head Of Engineering](#)

[Technical Leadership](#)

COMPANY

Astra North
Infoteck Inc.

Randstad Digital

Procom

Kelly Services

SCORE

9

9

9

7

WHY

Tech Lead title match, but on a Java, Spring, and Angular stack rather than yours. Same real leadership function, different tech stack.

Exact title match, but Randstad Digital is a staffing firm and the end client isn't named.

Tech Lead title match through a Canadian IT staffing firm. DevOps focus rather than Salesforce, but the leadership scope is real.

Same exact title as the Motion Recruitment listing above, through a different staffing agency with no end client named.

AIDA's Top 100

Worth a look - 2 of 3 (page 3 of 4)

POSTING

[Full Stack Technical Lead](#)

[AWS, Node.js, Java, Spring Boot & Angular/React](#)

[Technical Delivery Manager](#)

[AWS Cloud, Node.js Projects \(Banking\)](#)

[Quality Lead Software & System Design](#)

COMPANY

Astra North
Infoteck Inc.

Astra North
Infoteck

Hitachi

SCORE

5

5

4

WHY

The scan matched only the Node.js tool keyword, but Technical Lead is right there in the title. Astra North volume caveat applies.

A real management title, Technical Delivery Manager, on a banking-sector project. The scan only caught the tool keyword; caught on manual review.

Only the Toronto location matched the scan, but this is a real Quality Lead role in software and system design at a major employer. Caught on manual review.

AIDA's Top 100

Worth a look - 2 of 3 (page 4 of 4)

POSTING

[Section Manager](#)

[Software Design](#)

[Security Solutions Architect - Bilingual](#)

COMPANY

Morson

Softchoice

SCORE

4

4

WHY

Section Manager is a real leadership title over software design work. Morson skews toward engineering-staffing placements, so confirm the end client.

Only the location matched the scan, but Softchoice is a real Toronto-based IT solutions provider and Architect is a genuine senior technical title, outside your core domain but worth a look.

How AIDA Reviewed These

The SQL scan scores every posting mechanically. It can't tell a bank's Program Manager role from a nonprofit's. Before anything reaches this report, AIDA reviews the top 100 by hand against your resume, career bio, and keyword strategy, and pulls out what the scoring alone let through by mistake. The full scored dataset is included as a CSV alongside this report; sort or filter it yourself if you want to explore beyond the reviewed top set.



The full scored pool is included as a CSV with this report; use it to explore further on your own.

Why we chose the top 11

- Exact or near-exact Tech Lead or Engineering Manager title match
- Named, verifiable employer, not a blind agency post
- Financial services or fintech-adjacent domain fit
- Leadership scope matching 20 years of team and delivery ownership
- Added on manual review where a real title fit the score missed

Why 77 were removed

- | | |
|---|----|
| • Duplicate or reposted listing | 4 |
| • IC role at one high-volume source, tool-only match | 16 |
| • False-positive keyword match, unrelated function entirely | 3 |
| • Financial/insurance industry match only, wrong function | 18 |
| • IC engineering role, no leadership signal | 3 |
| • Location-only match, unrelated role | 33 |

Data Queen's Notes

Astra North Infoteck posted 643 of the 3,539 scanned postings again on this angle (18 percent), the same high-volume pattern seen on your Salesforce Technical Architect scan. Several of its Tech Lead and Technical Delivery Manager titles were real leadership fits the automated score missed on the industry/tool keywords alone, so they were added on manual review rather than removed by default. Confirm the end client before applying to any of their listings.

What's Working

Patterns from the full 3,539-posting scan, not just the top 100.

TOP COMPANIES BY AVERAGE SCORE

by posting(s)

Picton Mahoney Asset Management
9 postings · 2 kw · avg 6.0

Motion Recruitment
11 postings · 3 kw · avg 4.7

Deloitte
35 postings · 2 kw · avg 4.1

Hitachi
3 postings · 1 kw · avg 4.0

Google
4 postings · 1 kw · avg 4.0

MOST FREQUENT EMPLOYERS

by posting volume

Astra North Infoteck
643 postings

iCapital
261 postings

Insight Global
242 postings

National Bank of Canada
170 postings

goeasy
167 postings

TOP COMPANIES BY KEYWORD

within the Top 100, names normalized

Astra North Infoteck
30 keyword matches · 26 posting(s)

Picton Mahoney Asset Management
18 keyword matches · 9 posting(s)

Deloitte
13 keyword matches · 12 posting(s)

Motion Recruitment
8 keyword matches · 6 posting(s)

BMO
4 keyword matches · 3 posting(s)

What this means in practice

BMO alone produced two exact leadership-title matches (Tech Lead and Engineering Manager) in this Top 100, and Pinterest, Export Development Canada, and First National Financial each show a single strong, disclosed leadership role. Prioritize those five over the higher-volume, lower-certainty Astra North Infoteck and staffing-agency listings.