Head of AI Software Development

Assemblin Caverion Group · Digital Services Development (DSD) · AI Factory
Location: Finland (hybrid) · Permanent · Reports to the Head of Digital Service Development

Purpose of the role

We build software in a new way: AI agents do the building on our own infrastructure, and people hold every gate. We are looking for a leader who owns this way of working as a whole: the AI Factory control plane, the architecture and quality of the products it delivers, and the agents that build them.

The role grows from today's builder role to technical ownership of all development: architecture decisions, quality requirements and accountability for how the products progress.

The heart of the role is development: continuously improving both how we build software and what we build, and turning what we learn into new capabilities for the whole group.

Responsibilities

Development and renewal

- You develop the AI Factory continuously: new agent capabilities, better gates and metrics, shorter cycle times, always measured before and after.
- You run experiments and pilots on new approaches (for example database-centred architecture, PostgREST, new models) and scale what works.
- You own the development roadmap for AI software development and keep it current with the Head of Digital Service Development.
- You bring new practices into the group: share results, write guidelines and coach projects.

Software delivery and the AI Factory

- You own the AI Factory control plane (intake, planning, agent runs in isolated Kubernetes jobs, review and the merge queue) and its direction.
- You define how agents build: human gates, review rules, acceptance tests and code-health metrics, and you make sure they are measurable.
- You make sure agent output is production-grade: tested, reviewed and secure.

Products and architecture

- You are responsible for the architecture and technical quality of the products built with the AI Factory, including AI Project Office (AIPO), the contract tool and the SmartView product family.
- You lead the simplification of the architecture: fewer moving parts, a PostgreSQL-centred data model and security built into the structure (row-level access, audit, authentication).
- You make or approve architecture decisions and record them so that developers and agents can act on them.

Collaboration

- You steer the agent fleet: prioritisation and division of work. You support projects and other developers on architecture and practices.

- You work closely with the Head of Digital Service Infrastructure (runtime environments, model services, CI/CD, costs) and with security and privacy.
- You report product progress, risks and costs (including model and GPU capacity use) to the Head of Digital Service Development.

What we expect

- Strong full-stack software development experience: TypeScript and Node.js, React, REST APIs, PostgreSQL.
- Experience with the performance and access control of production systems: authorisation models, query and queue optimisation, incident hardening.
- Experience with Kubernetes as a runtime (jobs, isolation, health checks) and Helm-based releases.
- A culture of testing and quality: end-to-end tests (e.g. Playwright) in CI, static analysis, code-health metrics.
- Hands-on experience using AI agents in software development and steering them with rules and gates.
- A drive to develop: you improve the way of working, not just the code.
- The ability to make large technical decisions in the direction of simplicity and to justify them to the business.

Nice to have

- Entra ID / External ID authentication in applications.
- PostgREST or another database-centred architecture, pgTAP.
- Digital products for construction, real estate or industrial services.
- Experience leading a technical area.

What we offer

- The chance to define how the group builds software in the age of AI.
- Our own infrastructure and our own models: sensitive data never leaves the building.
- A clear mandate: architecture and quality are your responsibility.
- A growth path into technology leadership in a growing unit.
- Room to develop: time and budget for experiments, training and conferences, and support for your own professional growth.

Application

We review applications continuously and encourage candidates to apply as soon as possible as the recruitment will be concluded as soon as suitable candidate is found. Applications are to be sent to: eetu.kirsi@assemblincaverion.com

For more information please contact:

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About Assemblin Caverion Group

Assemblin Caverion Group is a leading northern European provider of technical services and installations, delivering smart and sustainable solutions in multiple technical expertise areas across the full lifecycle of the built environment. With around 20,000 skilled and committed

professionals in nine countries, we help customers improve energy efficiency, sustainability and automation in buildings, infrastructure and industrial environments through our main brands, Assemblin and Caverion, alongside several other commercial and product brands. The Group generated SEK 41 billion (EUR 3.8 billion) in revenue over the last twelve months.