

Agentic Systems Designer

Copenhagen, Lisbon, or remote (Europe only) · full-time

Why this role exists

NORDFY builds the AI capability for professional creative and design firms, and is part of Verka Collective, a growing group of independent European practices: six firms today, roughly 500 people, with new firms joining over the next two years on the way to more than a thousand.

We have reached the point where the most valuable thing we can build for our clients is the machinery underneath all of it: the agents, integrations and internal systems that let firms work with AI efficiently and turn it into new opportunities and smarter ways of working.

That is your job. You design, build and ship the systems that help the businesses in the collective run in an AI-native way.

What you will own

You will build the internal systems where work currently runs through people and should run through software. Firm-wide operations integrations, agentic workflows that connect tools, data and models, systems that reach across firms with imperfect APIs, thin documentation and behaviours that only show up in production. The things you build have to be reliable enough that nobody has to think about them again: exactly-once where it matters, idempotent, boring in the best sense.

Guided by real client needs, you will design agentic systems, not just wire them. Deciding where judgment sits, where a human stays in the loop, how a system fails safely, and how it is documented so the client is never hostage to one person's head. Everything you build gets handed over, backed up and made operable by someone else.

What we look for

You have built production systems that mattered and you understand the fundamentals: idempotency, retries, delivery guarantees, where state should live. When something has to happen exactly once, you know what that actually takes.

You have the patience to take an integration from working to bulletproof, especially against third-party systems whose APIs are worse than their documentation.

You use agentic coding tools daily and know where they are strong, where they break, and how to get real work out of them.

You write software other people can operate, communicate decisions you can defend, and work with genuine autonomy over a large domain.

"Designer" here means someone who architects and ships real systems. If your work is training, slide decks and mockups rather than production-ready solutions, this is not the role.

A must

- Experience with MCP servers, agent orchestration, or long-running autonomous workflows.

A bonus

- Familiarity with creative, AEC or design-led organisations.
- Delivering software to professional-services firms.
- Multilingual comfort across the Nordics and DACH.

What we offer

- A role in building the AI layer for a collective of design firms growing from around 500 to more than 1.000 people, with real reach into every practice.
- Frontier tools as part of daily work, and the time to master them.
- A small, senior team with direct access to the leadership of the collective.
- Regular in-person gatherings across the collective, alongside the AI Coordinators and Champions in each firm.
- The opportunity to develop innovative solutions that benefit the wider AEC community.

Contract and location

Salary is competitive and set individually, based on the role, your experience and the market where you are based. We employ locally, either directly or through an Employer of Record, so your contract, benefits and pension follow the rules of your country of residence.

Our team hubs are Copenhagen and Lisbon. Living in or moving to one of them is a plus, not a requirement.

How to apply

Tell us about the least reliable system you have ever made reliable, and how you did it. Send a GitHub profile, a write-up, or anything that shows how you think about these problems, to info@nordfy.dk.

Generic letter applications with no demonstrated delivery will be disregarded.

NORDFY

Copenhagen based AI consultancy for architecture, AEC and creative firms. Part of Verka Collective.

Use the Tools. Own the Process.

info@nordfy.dk · www.nordfy.dk