

AI Integration Lead

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.

Training people on AI is easy. Making adoption real is not. The gap we need closed is the one between a workshop that goes well and a firm that actually works differently three months later.

You own that gap. You take firms and client teams from curious to genuinely capable, and you keep them moving.

What you will own

You run the enablement across the collective and our clients: the intro sessions, the hands-on training, the audits, the follow-through. You sit with a studio, understand how the designers actually work, and turn AI into workflows that fit their practice rather than generic tutorials.

You do not just teach. You build alongside people: the first useful workflow, the assistant that saves a team real hours, the agent that helps them prioritise the work, the thing that makes adoption stick because it solved a problem they actually had. You stand up and support the local AI Coordinators and AI Champions inside each firm, so capability lives in the practice and not only in you.

The work spans language models and visual models, prompt and workflow design, governance and responsible use, and the practical build skills that turn training into change. It moves monthly, so you move with it.

What we look for

You have delivered training, enablement or advisory to real teams, and you can hold a room of designers, managers or leadership without hype or jargon.

You use frontier AI daily in real work, across multiple language models and visual models, and you understand each one's strengths, limits and right use.

You can translate a model into a workflow a firm will actually adopt, and you can read a room well enough to meet resistance with the right first step rather than the fanciest demo.

You are based in Europe, comfortable travelling to firms for on-site work when needed, and you learn aggressively because the tools change every month.

A bonus

- Experience with MCP servers, and familiarity with APIs, automations and agent workflows.
- German language, and comfort with the DACH and Nordic professional cultures.
- Experience with creative, AEC or design-led organisations.

- Comfortable on camera and curious about turning knowledge into learning assets. The role can grow in that direction.

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 a team you got genuinely using a tool they were resisting, and how you did it. A reference contact from a previous client would be a strong plus. Send that, the AI tools and workflows you actively use with clients, and a GitHub profile, YouTube videos, a write-up of something you have shipped, or other relevant material, 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