AI Orchestration Engineer

Job Description Template · SDD-based Engineering Teams

> This is a community template for teams adopting Spec-Driven Development. Adapt it to your context — the role title, comp bands, and stack will vary. The core responsibilities won't.

What This Role Is

This isn't a traditional engineering role. The person in this seat doesn't primarily write code — they direct the system that does. They translate ambiguous business problems into precise specifications, orchestrate AI agents through the implementation pipeline, and own the quality of what ships.

Think less "senior developer," more "engineering conductor."

Core Responsibilities

Specification & Discovery

- Lead structured discovery sessions with stakeholders to extract, clarify, and formalize requirements
- Write detailed technical specifications that leave no room for arbitrary interpretation
- Decompose complex features into scoped, context-bounded tasks ready for AI execution

Orchestration & Execution

- Manage multi-agent pipelines using tools like Claude Code, Cursor, or Windsurf
- Assign, sequence, and integrate AI-generated output across parallel workstreams
- Maintain execution context across agents — track what's been decided, what's in progress, what's blocked

Quality & Architecture

- Validate AI output against architectural intent — catch what's technically correct but conceptually wrong
- Maintain Architecture Decision Records (ADRs) and living system documentation
- Own the gap between what was specified and what was delivered

Stakeholder Interface

- Serve as the primary technical contact between business stakeholders and the AI engineering layer
- Translate product requirements into system boundaries; translate system constraints back into product language

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What Good Looks Like

- Architectural thinking: understands how systems should be structured *before* implementation begins
- Pattern fluency: knows Clean Architecture, DDD, or equivalent — not the syntax, the reasoning
- Specification discipline: writes specs, not just tickets; formal enough that an AI agent won't misinterpret them
- Verification instinct: reads AI output critically; spots subtly wrong before it becomes expensively wrong
- Communication range: can talk to a non-technical founder and a distributed system at the same level of precision

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What Matters Less Here

- Deep expertise in any single framework or language
- Ability to write boilerplate from memory
- Years-of-experience with a specific stack
- Speed of raw code output

Suggested Evaluation Criteria

Signal	How to Test
Architectural thinking	Give a vague product brief. Ask them to draw system boundaries before writing any code.
Spec quality	Ask them to write a spec for a simple feature. Evaluate precision, edge case coverage, ambiguity.
AI output review	Show them a Claude-generated code snippet with a subtle conceptual error. Can they find it?
Stakeholder translation	Role-play a discovery session. How do they extract requirements from a non-technical person?
Pattern knowledge	Ask them to justify an architectural decision. Not recite — justify.

Title Variations in the Wild

The market hasn't standardized on a name yet. You may see this role listed as:

- AI Orchestration Engineer
- Spec Engineer
- AI-Augmented Tech Lead

- Prompt Architect *(underspecified, but used)*
- AI Systems Engineer

A Note on Seniority

This role skews senior by default. The specification-first, verification-heavy workflow requires enough system design experience to know what *should* happen before evaluating what *did* happen. Junior engineers can grow into it — but the entry point is higher than a traditional mid-level hire.
