



Solution Engineer

Division:	Operations	Reports To:	Director of Operations
Location:	VT, NC, CO	Position Type:	Full-Time
FLSA Status:	Exempt	Travel Required:	Moderate

Position Summary

At Aerie, we're a team of innovators dedicated to helping clients achieve more with Microsoft technology. We are looking for a creative and client-focused Solution Engineer to join our team, operating from any of our offices in Vermont, Denver, or Charlotte. This role is central to our growth, acting as the technical bridge between client aspirations and powerful technology solutions. You will be the architect of success, designing and demonstrating transformative solutions that solve real-world business challenges and drive long-term client partnerships. While based at any of our offices, this position offers flexibility for client meetings and occasional travel.

Role and Responsibilities

- Collaborate with Sales and Account Management teams to lead technical discovery sessions, understanding and documenting client business requirements.
- Translate complex business needs into elegant, scalable technical solutions leveraging Microsoft 365, Dynamics 365, Azure, and the Power Platform.
- Design and present compelling solution architectures, demonstrations, and proofs-of-concept (POCs) that showcase business value.
- Develop technical responses for proposals, RFPs, and Statements of Work (SOWs), ensuring accuracy and feasibility.
- Guide clients through implementation, serving as a technical advisor to ensure successful deployment and value realization.
- Create and maintain detailed solution architecture documentation for seamless handoffs to delivery and support teams.
- Support client adoption and change management initiatives to maximize the impact of new technology investments.

Qualifications and Education

- 2+ years as a Microsoft Solutions Engineer (or similar)
- Hands-on expertise with at least two: M365, Dynamics 365, Azure, or Power Platform (Power Apps, Power BI, Power Automate)
- Proven solution design/architecture experience across Microsoft platforms
- Strong communicator: clear written/verbal guidance; able to translate complex concepts for technical and non-technical audiences



- Builds demos/POCs to showcase capabilities
- Excellent problem-solving, organization, and prioritization; works independently with high autonomy
- Microsoft certifications highly desirable

Compensation

- Base Salary 75k – 120k (Depending on previous experience)
- Full Health & Dental Benefits
- Simple IRA Retirement w/Company Match
- Quarterly & Yearly Bonus

Diversity, Equity, and Inclusion

At Aerie, we are committed to fostering diversity and inclusion in our workforce. We encourage individuals from all backgrounds, including people of color, minorities, and members of the LGBTQ+ community, to apply. We strive to create a workplace where all team members can excel and bring their authentic selves to work every day.

Application Process

If you're ready to contribute your expertise and passion to our growing team, please send your resume and cover letter to careers@goaerie.com. Be sure to highlight your unique qualifications, what sets you apart as a candidate, and include your salary expectations. We look forward to reviewing your application