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Company Case Study:

Agritech

semios®

About Semios

Founded in 2010, Semios is a leading agritech company that provides precision farming solutions to optimize crop yields and sustainability. Headquartered in Vancouver, British Columbia, Semios leverages real-time data analytics, IoT technology, and AI-driven decision-making tools to support growers worldwide. While Semios' customers are predominantly in the United States and Australia, its core operations, including engineering, product development, and manufacturing are based in the Metro Vancouver region, where it provides critical field support and sales operations.

Semios employs approximately 300 employees across two offices in the region—one for administration and corporate operations in Vancouver, and another engineering and wet lab facility in Burnaby.

Why the Metro Vancouver Region?

Semios' decision to establish and grow its headquarters in the Metro Vancouver region was driven by several strategic advantages, including access to top-tier engineering talent, strong research collaborations, and business-friendly innovation programs. The region's high concentration of world-class universities and skilled graduates has provided Semios with a steady pipeline of young professionals in software development, engineering, and chemistry.

Additionally, the region's quality of life and competitive job market have helped retain talent, and the arrival of large tech firms has also further strengthened leadership development programs, making mid-level management talent attraction more accessible than before.

Access to Canada's publicly funded healthcare system enhances the region's ability to attract and retain skilled professionals, supporting long-term business growth. Unlike other competitor markets, particularly the United States, where employees often rely on employer-provided health insurance, professionals in Canada benefit from universal healthcare coverage, making the region a desirable place to live and work.

Government Support & Supportive Business Ecosystem

Canada's strong government support for innovation has been instrumental in Semios' ability to scale. The company has benefited from federal and provincial funding programs, including the Investment Agriculture Foundation of BC (IAF BC), which supports research, development, and commercialization of innovative agri-tech solutions.

Beyond funding, Semios has engaged with local business networks and trade associations that have helped expand its global presence. The company has participated in CEO roundtables, including Ace Tech and TEC Canada, which provide leadership, mentorship, and peer support. Semios has also taken part in trade missions organized by BC Tech, which have helped showcase Metro Vancouver-based companies in international markets, like Latin America.

Scaling a Global Business from the Metro Vancouver Region

Although headquartered in Canada, Semios primarily serves customers in the United States and Australia, reflecting the global demand for precision farming technology. The company has successfully scaled its operations internationally while maintaining its core engineering, R&D, and manufacturing functions in the Metro Vancouver region. This strategic setup allows Semios to leverage local expertise in technology development while expanding its presence in high-growth agricultural regions.

The region's global connectivity also plays a critical role in business expansion. Vancouver International Airport (YVR) offers direct access to key agricultural markets in the United States, Australia, and beyond, allowing Semios to efficiently serve international clients while keeping its headquarters in Canada. This accessibility enables Semios to scale globally while benefiting from the resources and innovation ecosystem in the region.

Additionally, the Metro Vancouver region's proximity to major global markets and well-established infrastructure for technology businesses have played a key role in supporting the company's international growth. By maintaining a Canadian business status, Semios has been able to access funding while leveraging foreign exchange advantages—earning revenue in US dollars while paying operating expenses in Canadian dollars. This financial advantage strengthens the company's ability to reinvest in research, talent, and innovation while remaining globally competitive.

Access to Talent & Research Partnerships

Semios has benefited significantly from the Metro Vancouver region's strong engineering and research talent. The region is home to world-class universities, including the University of British Columbia (UBC), Simon Fraser University (SFU), and the British Columbia Institute of Technology, all of which have played a crucial role in Semios' ability to attract and develop highly skilled professionals.

The company has engaged in numerous collaborations with UBC, particularly in chemistry, engineering, and agricultural research, as well as with SFU's MBA programs and SFU Venture Labs. Additionally, Semios has hosted Mitacs students, further strengthening its research and innovation pipeline.

The region's strong post-secondary institutions provide a steady pipeline of highly skilled graduates, contributing to a vibrant talent pool for companies. With the arrival of larger tech firms, the region has increasingly cultivated and attracted experienced leaders, making it easier for companies like Semios to recruit and retain experienced professionals. Furthermore, the region's high quality of life and robust job market have been essential in retaining talent.

Looking Ahead

As precision agriculture continues to gain traction, Semios remains committed to expanding its capabilities and impact. With ongoing investments in AI-driven analytics, remote monitoring solutions, and data integration, the company is well-positioned to drive sustainable farming practices on a global scale.

By maintaining its headquarters in the Metro Vancouver region, Semios benefits from the region's talent pipeline, innovation ecosystem, and connectivity to international markets. As the agritech sector evolves, the company will continue to contribute to the region's reputation as a hub for clean technology, advanced manufacturing, and data-driven agriculture.

Invest Vancouver provides tailored services to help you grow and expand in the Metro Vancouver region.

Interested in the region?
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