

## Engineering Manager

### Engineering/Manufacturing

Moncton, New Brunswick

### The Opportunity

Greystone Energy Systems is growing, and we are looking for a motivated **Engineering Manager** to lead the Engineering team in Moncton, New Brunswick.

You will collaborate closely with all Engineering Disciplines (Mechanical, Software, Hardware and Testing) as well with cross functional teams including leadership/management, customers, product management, and manufacturing. Together, you will shape the direction of the product and strategize the necessary steps to achieve success.

Your primary focus will involve cultivating effective teams, empowering them to reach their objectives, and overseeing employee development plans. However, your utmost responsibility will lie in nurturing the individuals under your guidance. Additionally, you will be coaching and supporting your team's professional growth, unlocking their potential, and encouraging them to embrace challenges to foster personal and professional advancement. As a hands-on Engineering Leader, you will also play a pivotal role in refining Engineering and operational practices, instilling a culture of continuous improvement within the organization.

### Objective & Summary

- This position is a key member of the management team and will oversee the Engineering department including Mechanical Design, Software Design, Hardware Design, and Testing.
- Management of Product Life Cycle management activities related to product design content for New Product Development activities, Product Renovations, and implementation of Bug/Fix solutions.
- Research and Development of emerging technologies to deliver innovative products including management of a Technology Roadmap in cooperation with Product Management.
- Lead and manage Engineering processes including improvements and implementation of best practices using a Product Management Life Cycle Application as the foundation to the sole source of the truth.

### Principle Duties & Responsibilities

- In addition to managing the Development team, this role requires collaborating with the leadership team, Engineering, Product Management, Sales/Business Development, Manufacturing and Quality.
- Develop and implement policies, standards, and procedures across all Engineer Disciplines for technical work performed within each discipline.
- Analyze, propose, and manage budgets and resources for near term projects as well as long term product roadmaps.

- Must effectively develop, articulate, and continually evolve the company's strategic technical direction in cooperation with Product Management and Engineering Technical leads.
- Advise the leadership team on long-term technical strategic direction and where to, or to not, make strategic technical investments.
- Collaborate with HR and Team Managers to identify and develop retention, recruitment and training/PD resources based on assessed needs.
- Prioritize, delegate, and supervise all Engineering activities and deliverables across R&D disciplines including Mechanical Design, Embedded Software Design, Hardware Design and Testing.
- Assist with high-level planning of Engineering Development timelines as inputs to overall project management plans.
- Working with Technical Design Leads, identify technical problems, evaluate solutions, and present findings and conclusions to the management team, customers and manufacturing as needed.

### Education, Training & Experience

- Bachelor's degree in Engineering, technical diploma, or equivalent experience.
- 10+ years of Engineering experience in a multi-disciplined environment including manufacturing environment.
- Experience in managing a team of Engineers to execute against best practices and continually improve Engineering policies and procedures.
- Experience of HVAC and/or Electronics would be a strong asset.
- Experience in Electro-Mechanical New Product Introduction environments.

### Skills and Competency Requirements

- Regularly conduct one on one, team and Roadmap meetings.
- Ability to build appropriate environments to foster talents, innovation, and delivery of effective development strategies.
- In-depth understanding of budget preparation and business planning.
- In cooperation with Project Management, plan, monitor and report on design project status.
- Facilitating internal and external design reviews with the product team, internal customers, and external customers to confirm if all technical and schedule requirements are met.
- Organizing and executing continuous improvements to the product line to enhance the total product quality.
- Continuously assess the skills and capacity of the design team and make recommendations for improvements.

Preference will be given to applicants that can prove a successful track record.

Please submit your application to Jessica Blakemore at [Blakemore.j@greystoneenergy.com](mailto:Blakemore.j@greystoneenergy.com).