



## Senior Engineering Manager

### Engineering/Manufacturing

Moncton, New Brunswick

### The Opportunity

Greystone Energy Systems is growing and we are looking for a motivated **Sr. 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 senior 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

Principle Duties & Responsibilities cover two areas, internal and external;

#### 1) Internal Focused Responsibilities:

- In addition to managing the Development team, this role requires collaborating with the VP of Product Engineering, the leadership team, Engineering, Product Management, Sales/Business Development, Manufacturing and Quality.



- Provide strategic guidance on product designs from initial stages of development to release including design manufacturability and proof of concepts.
- 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.
- Advise the leadership team on long-term technical strategic direction and where to, or to not, make strategic technical investments.
- Provide the leadership team with different "options" on the technical product direction and provide sufficient information for deciding what is the best option to take.
- Plan and lead major development initiatives as defined on the Product Management Roadmap.
- Ensure the company achieves and maintains the best technology offering in a dynamically evolving, highly competitive HVAC market.
- Create plans for innovative technologies and recommend updates to existing Software and Hardware Platforms based on new or emerging technology trends.
- Evaluate innovative technology to determine its usefulness for the organization and make strategic recommendations.
- 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.

## **2) External Focused Responsibilities:**

- Serve as the public face of technology for the company.
- Promote the company vision and technical direction through trade shows, conferences, and speaking engagements.
- Provide technical product input to Marketing on content for social media post.
- Support business development on strategic partner engagements and maintain good relationships with peers and partners.
- Provide technical due diligence of partner technologies and acquisition targets to make sure they properly fit with the company's platforms, offerings, capabilities, and culture.
- Predict if partner technology would have a significant impact on the long-term technological roadmap for the company.
- Be outward looking to predict long-term competitive trends due to changes in the market.



## Education, Training & Experience

- Bachelor's degree in engineering, technical diploma, or equivalent experience.
- 10-15+ years of Engineering leadership experience in a multi-disciplined environment including manufacturing environment.
- Experience in using R&D Product Life Cycle (PLM) applications to control and release design content.
- Experience in managing a team of Engineers to execute against best practices and continually improve Engineering policies and procedures.
- Advanced knowledge in PCB design including experience in embedded firmware would be an asset.
- Experience of HVAC and/or electronics would be a strong asset.
- Experience in the development of IoT products would be considered a strong asset.
- Experience in SolidWorks, Altium Designer 365, JIRA, Solidworks PDM and use of a PLM for design content Life Cycle Management.
- Experience in Electro-Mechanical New Product Introduction environments.

## Skills and Competency Requirements

- Ability to conduct in-depth technical analysis and research.
- Experience with software and electro-mechanical Life Cycle Management. Experience with Bitbucket, and Product Life Cycle Applications would be considered an asset.
- Regularly conduct one on one, team and Roadmap meetings.
- Conduct design and code reviews to ensure compliance with standards.
- Ability to translate complex documents and technical matters to stakeholders and non-technical staff.
- Ability to build appropriate environments to foster talents, innovation, and delivery of effective development strategies.
- Ability to anticipate and develop plans to address technological challenges.
- Capacity to liaise between the customer and business by gathering information on the target market requirements.
- In-depth understanding of budget preparation and business planning.
- Ability to prepare design plans, Engineering product specifications and milestone dates related to new designs including the potential risks and obtain acceptance with internal and external customers.
- In cooperation with Project Management, 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.
- Lead the development or sourcing of new technology, components, tools, or processes to improve the quality or effectiveness of the end product and the design team.

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), before April 30, 2024.