Armatec

Looking for a dynamic Engineering Manager to join our team in Dorchester, Ontario!

An innovative company with an entrepreneurial spirit, Armatec was established in 1997 and has established itself as a significant player in the defense survivability market. Our products are instrumental in saving soldiers' lives around the world and we continually strive for innovation and product excellence.

Armatec offers a competitive compensation package with a comprehensive group benefits program. Cafe and gym onsite for your convenience at low cost to employees.

General description

The Engineering Manager provides overall leadership of the Engineering department in the design, development and continuous improvement of survivability technologies, products, equipment and tooling. This role is expected to guide the design, build, and validation process of all engineering tasks, providing guidance and mentorship to team members, conducting design reviews and building the team's performance.
The Engineering Manager oversees multiple, complex projects with competing priorities, managing schedules, risks, resources, and adherence to customer and other requirements and standards. This type of environment demands a creative mindset, where a challenge is the motivation to get the job done.
The successful candidate will be a strong self-starter with an open mind to find and complete any tasks that help advance designs, research, or other goals; be self-reliant; be able to work with minimal guidance and direction; and be capable of out-of-the-box thinking to develop innovative solutions.
Hands on experience in a prototyping environment is essential; as all of our designers take part in the initial production of their designs as well as assisting technicians with the disassembly process, modification, assembly and testing of vehicles and other equipment.

Prerequisite Skills and Qualifications:
Required:
· Requires a four year degree in industrial engineering, mechanical engineering or related field.
· Seven (7) to ten (10) years of progressive experience in design engineering with at least two years in a leadership role within a manufacturing organization.
· Previous experience successfully planning, leading and implementing projects, preferably in a manufacturing or defense related environment, with demonstrated positive results.
· Experience using PMBOK tools i.e. APQP, Lean, Project planning, FMEA, risk management, Waterfall and Agile methodologies
· Strong knowledge of MS office software suite, including Word, Excel, PowerPoint, MS Project
· Experience with manufacturing technologies such as machining, welding, bending, assembly, painting
· Solid background in design and engineering principles
· Experience with change management and configuration management, preferably EIA-649
· Demonstrated experience in mechanical component design
· Experience and understanding of fundamental design calculations and techniques used in analysis
· Proficiency in 3D CAD applications, ideally SolidWorks
· Proficiency in blue print reading and creation in accordance with ASME Y14.100 and associated standards, including geometric dimensioning and tolerancing (GD&T) in accordance with ASME Y14.5
· Demonstrated application of analytical and problem-solving skills
· Experience writing and presenting technical reports
· Excellent communication skills, both oral and written
· Self starter, able to handle multiple competing priorities and actively seek out tasks that need to be done
· Must be able to secure a secret security clearance

· Experience with Finite-Element-Analysis (FEA) simulation
· Experience working with automotive, aerospace & defense related standards (i.e. ISO 9000, AS9100, ISO/TS 16949, STANAG 4569 AEP 55 Volume 1 and 2, ITOP 4-2-508)

Desirable:

· Experience working with military vehicles, systems, and integration thereof
· Knowledge of welding practices
· Knowledge of surface treatments required for adhesion, wear, environmental protection or similar
· Experience with Integrated Logistics Support (ILS)
· Knowledge of Canadian or Federal Motor Vehicle Safety Standards (CMVSS / FMVSS)
· Knowledge of reliability analysis and testing
· Knowledge of typical test equipment (i.e. accelerometers, load cells, potentiometers, transducers, etc.) and analysis of test results
· Knowledge of advanced Fiber Reinforced Plastics (Glass, Carbon, Aramid)
· P. Eng Certification
· PMP Certification

Essential Duties:

The duties associated with this position include, but are not limited to:

Engineering duties

· Oversee development of new products from concept through validation to production phases while adhering to customer, internal and other requirements as well as applicable standards.
· Create 3D models and technical drawings using CAD.
· Develop and document data, proposals, presentations, analysis or similar using PowerPoint, Word and Excel.
· Work closely with the Research & Development team to develop or integrate new systems, technologies, components or materials.
· Conduct formal design reviews to ensure designs meet functional and safety targets, stay within allocated budgets, and fulfill contractual obligations.
· Supervise and guide engineering team members in their tasks through design reviews, suggestions for improvements, and providing insights on risks, standardization, and safety.
· Overall management of engineering staff including hiring, training, and performance evaluation to meet departmental goals and objectives.
· Manage work load assignments and scheduling of the engineering department.
· Review engineering organization, procedures/programs and make adjustments and improvements as needed.
· Provide technical assistance to other departments and groups as required.
· Create and oversee technical changes using the Engineering Change Order (ECO) and Engineering Change Proposal (ECP) processes.
· Champion the Configuration Review Board (CRB) review processes.
· Oversee Configuration Management (CM) of components and products
· Consider new technology that may be useful in new product development or have potential cost reduction or product improvement possibilities for existing products.
· Develop new and improved project processes. This may be completed by analyzing and improving plant layout, purchasing new and more efficient equipment, and finding ways to reduce project costs.

Project Management duties

· Manage and prioritize multiple complex engineering projects, ensuring performance meets or exceeds requirements, on-time and within budget, in a cross functional team
· Develop project plans, schedules, reviews and risk mitigation plans
· Conduct engineering personnel performance appraisals to facilitate growth and development of staff.
· Work with suppliers and external service providers to define, evaluate components and test samples.
· Plan, organize, direct, and measure the activities associated with the development and design of new products, technical proposals, and opportunities
· Determine program feasibilities, risks, and the related impact to corporate goals.
· Prepare cost estimates and capital requests for proposed projects and evaluates cost factors.

· Support Quality Management by conducting component assessments and preparing audit documentation

Other duties

· Assist sales department in preparing technical proposals and support costing efforts for RFIs, RFPs, and RFQs.
· Develop positive customer relations through communication, travel and face-to-face collaboration.
· Lead/champion continuous improvement initiatives including equipment/fixture design and/or process changes.
· Lead weekly cross-functional team meetings and participate in regular management meetings
· Lead Integrated Logistics Support (ILS) efforts through creation of documents, manuals, and reports
· Partner with Supply Chain in the performance assessment and on-going monitoring of our suppliers.
· Partner with Production and Quality areas to review and resolve issues associated with production, productivity, quality, and customer expectations.
· Participate in internal and external meetings, providing input and recommendations.
· Comply with the company Health & Safety rules and regulations
· Other duties as assigned

Working Conditions

· Manual dexterity required to operate hand tools, testing equipment, computers and peripherals
· Working in both office and production environments, with exposure to machines and vehicles.
· Interacts with employees, management, customers and suppliers
· Required to wear personal protective equipment (safety shoes, eye and hearing protection, gloves and others) and follow procedures according to health & safety policy.
· Need to manage competing priorities with high control over individual priorities
· High levels of considerable mental concentration
· Sitting, standing and walking
· Occasional outdoor work is required for testing vehicles or systems
· Occasional travel may be required
· Overtime may be required

We are an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status or any other prohibited ground of discrimination.

We are committed to providing an inclusive and barrier-free work environment, starting with the hiring process. If you need to be accommodated during any phase of the evaluation process, please advise us and we will do our best to support you. All information received in relation to accommodation will be kept confidential.

We thank all who apply, but only applicants selected for an interview will be contacted.