

Job Opportunity

Position: Director Product Development and Engineering
Reports to: Vice President, InstanTEL
Location: Ottawa, Ontario

About Us

Established in 1982, InstanTEL is the global market leader in the design and production of vibration, air overpressure and noise monitoring instrumentation, cloud-based data management and software solutions. Our products are used on projects in over 85 countries. Applications include civil engineering, construction, environmental, mining, mining exploration, quarry, underwater, structural health, human annoyance, military, and noise. We are proud of our position as an industry leader and are committed to continuous improvement and innovation. We understand the challenges faced in these fast-paced environments and provide the tools to get the job done safely and within regulation. Join a world-class team that pushes the limits in the relentless pursuit of excellence and innovation in monitoring equipment.

Job Details

The **Director Product Development and Engineering** position is a full-time permanent, leadership position that plays a critical role in Product Development. Initial familiarization with the products and teams will require on-site attendance; thereafter, the role is expected to be virtual with extensive on-site presence as priorities require.

Responsibilities:

- Manage, coach, mentor, and motivate a diverse team of engineers and support staff, working remotely and on-site to align individual career goals with business objectives while fostering accountability and thought leadership.
- Lead new product development in hardware, firmware, and software from initial requirements, design, quality assurance, field trials, and release.
- Project management, scheduling, and tracking with a focus on delivering on time, on budget, and on spec.
- Play a central role in driving transformational, scalable, and profitable growth into new, adjacent, and existing core markets.
- Play a leading role in infusing a culture of simplicity, scale, and speed into the organization.
- Create and drive leading-edge development strategies, further cementing InstanTEL's market leader position.
- Drive current and new development initiatives to completion.
- Guide the design of applications utilizing current and emerging technologies to communicate with hardware devices via cellular modems, TCP/IP networking, the internet (IoT), and smartphones.
- Interact directly with end-users to ensure a complete understanding of their current and future needs and ensure that InstanTEL products exceed their expectations.
- Infuse a development culture that uses complex technology to simplify our customers' lives, infusing "ease of use" into all products and systems.
- Coordinate development projects with Sales, Marketing, Documentation, NPI, Production, Service, and Support Teams to ensure adequate and reasonable products and solutions releases.
- Ensure customer readiness for all new products, software/hardware releases, documentation, and solution integration upon release.

- Manage and evolve the product development systems, including the Agile system, for project development, customer issue management, and integration with production and service teams.
- Prepare and manage the annual R&D Budget.
- Prepare and provide weekly, quarterly, and annual status reports, KPIs, budgets, and other metrics.
- Provide technical training and discussions with dealers, customers, and other groups.
- Collaborate with the Support Team to address customer issues in a timely and prioritized manner.
- Travel on an as-required basis.
- Work as part of the Senior Leadership Team to provide input into the strategic and operational direction for the business unit.
- Any other duties or responsibilities as may be assigned from time to time.

Qualifications:

- A university degree in Engineering (software or electrical).
- Prior experience in a similar leadership role, with a proven and results-oriented track record.
- A drive for delivering results!
- Strategic and tactical skills, with a hands-on, can-do, roll-up-the-sleeves attitude.
- Exceptional people and project management skills with a self-driven, positive, creative, and team-building attitude.
- Exceptional understanding of the product development life cycle with a drive to continuously improve.
- Strong focus on customers, usability (ease of use), and user workflows.
- Demonstrated and proven project management success, capable of committing to and delivering on time.
- Ability to accurately translate user-based requirements into technical, functional requirements with appropriate priority.
- Exceptional analytical and problem-solving skills.
- Innovative, sound judgment, common sense, detail oriented.
- A highly motivated self-starter with excellent organizational skills and habits.
- Extensive knowledge and expertise in .NET, C, C++, and C# programming, internet-enabled Windows application development.
- Advanced understanding of communication protocols, including serial, USB, TCP/IP Ethernet, and HTTP.
- Proven experience understanding, designing, and developing web applications.
- Highly skilled with advanced mathematics for signal processing.
- Excellent skills with Excel, PowerPoint, Word, Outlook, and MS Project, or similar.
- A drive toward continued personal and professional development to ensure the knowledge base is current and forward-thinking.
- Strong business acumen, able to generate and report on budgets and KPIs.
- Clear and concise written and oral communication skills to communicate complex and technical ideas in a simple to understand manner.
- Excellent presentation skills.

Employment Details:

- Flex (On-site/Remote), Permanent
- 309 Legget Drive, Kanata, ON

Submit resume to jobs@instantel.com.

Instantel believes in giving each and every applicant an equal opportunity to succeed on their own merit. We strive to hire employees that reflect and support the diverse perspectives, experiences, and needs of employees and our communities. We remain committed to upholding the values of equity, diversity, and inclusion in our work environments. We know that diversity underpins excellence and that we all share responsibility for creating an equitable, diverse, and inclusive organization. Therefore, in pursuit of our values, we seek employees who will work respectfully and constructively with differences across the organizational hierarchy in actualizing priorities, goals, and principles of equity and inclusivity.

If accommodation is required at any point in the recruitment process, please contact a member of our Recruitment Team. Please note that as part of our recruitment process, candidates in the final stages will be required to complete a background check which may include criminal background, credit, and driver's abstract check.