



MANAGER, SYSTEM ENGINEERING

Department: System Management

Location: Montreal, Canada

Status: Full-time

Date Posted: 07/18/2019

Are you interested in joining an organization that:

- Has over 30 years of experience providing innovative software simulation solutions in the Air Traffic Management (ATM) and Air Traffic Control (ATC) fields?
- Provides products and services to governments, colleges and universities, and defense and civilian ATC agencies worldwide?
- Offers a pay-for-performance compensation structure, tuition reimbursement, and access to various professional development opportunities?
- Has work/life balance programs in place and offers a holistic benefits package that is fully customizable based on your specific needs?

If this sounds interesting to you, continue reading about our job vacancy below.

The **Manager, System Engineering** manages the activities of direct reports within the System Engineering, Integration and Test Bed Specialists groups. The Manager, System Engineering is responsible for the overall system/solutions technical design, the system level testing (RAM: Reliability, Availability and Maintainability), System Integration and overall system deploy-ability. The Manager, System Engineering is also responsible for the availability of labs and test beds necessary to support the development cycle. He analyzes technology trends and manages obsolescence. He manages human resources needs, provides technical and analytical guidance to the groups and ensures adherence to system engineering, safety and quality standards. He recommends and acts to direct the analysis and solutions of problems, including leading make or buy decisions and management of supplier's deliverables. In addition, the Manager, System Engineering confers with members of the management team, Engineering, Operations, and Business Development groups to determine design solution feasibility and cost effectiveness, to achieve customer requirements for new and existing products.

Duties and Responsibilities:

Employee Functional Management

- Performs supervision of direct reports, including setting goal/objectives, timely performance management and reviews, addressing of performance or discipline issues, recognition or awards and salary adjustment recommendations.
- Works with the Human Resources department to implement strategies for recruitment, discipline, grievance, counseling, pay, work conditions, employee contracts, training and development, succession planning, morale and motivation, culture and attitudinal development, and performance appraisals.
- Oversees the interview and hiring process for new staff and oversees staff reductions when needed.
- Manages the development of internal training plans and procedures.

Departmental Management

- Provides and is responsible for the fiscal year budgetary needs of the department.
- Oversees and controls departmental expenditures to remain within current fiscal year budget.
- Responsible for balancing staffing levels and skill mix to meet contractual commitments and accomplish internal R&D objectives.
- Oversees the Diverted Direct Labor (DDL) charging by direct-charge employees within the department to maintain the budgeted rate.
- Ensures maintenance of company core competencies through knowledge management, training, and technical mentorship.
- Supports the initiatives of the Director, System Management to accomplish company and department-wide goals.
- Assists Director, System Management with adjusting the organizational structure of the department as-needed to support the company's strategic objectives.

Core System Engineering

- Establishes the system solutions that address the market/customer needs, meets the Design to Win (DTW) cost target and ensures that the technology and product roadmaps are considered when establishing the system solution(s) upstream of proposals.
- Maintain the technological roadmap and manages technology obsolescence trends to recommend alternatives or mitigations in support of product evolution roadmaps.
- Together with the Manager, Product Management, define and establish the strategies to componentize/modularize the product lines to maximize their reusability, interoperability, and maximize profitability. It includes the definition of re-usable components, their life cycle and their roadmaps.
- Responsible for overall integration of all Adacel products, components, sub-systems and any 3rd party external systems through clearly defined and managed API or ICD.
- Responsible for technology watch and taking a long-term view of the future technical direction of our products, while always considering support of fielded and future systems.
- Ensures that our product solutions can be deployed, configured and maintained efficiently.
- During program execution, continuously validate the system solution as it develops to ensure that it remains aligned with the DTW strategy and to minimize lost efforts or poorly adapted solutions.
- Responsible for system level testing to ensure that the RAM and quality of the solutions meets internal and external standards.
- Establish and foster business relationships with our sister companies and our suppliers.
- Leads make of buy decisions.

Process Management

- Provide leadership in term of System Engineering and System Integration methodologies and process. Provides recommendation in terms of seeking specific level of accreditation.
- Ensures System Engineering and Integration processes meet CMMI, Safety and ISO requirements.
- Assists with the creation and maintenance of processes, policies, and standards as requested by executive management and/or APG.
- Ensures employees adhere to these processes, policies, and procedures.

Business Capture

- Lead the System Engineering technical proposal and estimate efforts in responding to Customer RFI's/RFP's/etc.

The duties, responsibilities, and qualifications noted in this job posting were derived from Adacel's Manager, System Engineering job description dated July 17, 2017.

- Provide the necessary constraints and guidelines to the technical team who will establish the detailed technical requirements and estimate the work to develop the solutions that support the Customer / Product functional requirements and expectations.
- Challenge the technical solution before the proposal DTW review.
- Participate in Business Development activities (trips, meeting, conference) as the lead system technical expert.
- Performs other duties as assigned by the Director.

Required Qualifications:

- Bachelor's degree in Computer Science, Engineering, or a related field.
- 10+ years of combined System Engineering and/or System Development design
- 5+ years of functional managerial experience
- Expert in system development and integration, and extensive resume of successfully developing quality products.
- Strong Knowledge of System Engineering design, development, integration, deployment and post-delivery support.
- Strong Knowledge of system and software architectures and design methodologies.
- Knowledge of applicable programming languages, frameworks, libraries, and API's.
- Problem identification, analysis and solving skills.
- Leader and a team player with excellent management, technical and communication skills.
- Successful with navigating through development organizations.
- Hands-on, detail oriented and able to anticipate problems.
- Ability to redirect projects that are headed astray and ability to get products back on track.
- Straight-forward, highly ethical, self-effacing, professional and able to listen to others.
- Familiarity with the AGILE/SCRUM methodology.
- Knowledge of Microsoft Office products such as Word, Excel, PowerPoint, and Outlook.
- Proficiency in English and French.

Desired Qualifications:

- Knowledge of domain-specific topics (Air Traffic Management/Control, ATC simulation, speech recognition, etc.).
- Knowledge of operational system safety standards and qualification processes.

How to Apply:

You may apply by sending a copy of your resume to careers@adacel.com.

Adacel Inc. is an Equal Opportunity employer. All qualified applicants will receive consideration for employment without regard to age, civil status, disability, ethnic origin, language, political convictions, pregnancy, race or color, religion, sex, sexual orientation, social condition or gender identity or expression.

The duties, responsibilities, and qualifications noted in this job posting were derived from Adacel's Manager, System Engineering job description dated July 17, 2017.