MANAGER, HARDWARE AND PRODUCTION ENGINEERING

EXACT builds game-changing technology for the concrete industry. We work with large constructors and precasters who are creating the roads, bridges, tunnels, and buildings of the future. Our mission is to make one of the biggest industries on earth more efficient, sustainable, and safe.

We have grown exponentially since our inception, fueled by deep industry knowledge and innovative technology. As we continue to scale, we are hiring a **Manager, Hardware and Production Engineering** to join our team in downtown Toronto

Reporting to the Senior Manager, Hardware and Firmware, you will lead our hardware and mechanical design team and take products from engineering into reliable, repeatable production. You'll own the hardware and mechanical execution of our product roadmap, managing a small engineering team while contributing directly to electronics development and mechanical design decisions.

You will also lead production engineering: ensuring new products are ready to manufacture, test and scale, with the documentation, tooling and materials needed for a smooth production launch.

This is an excellent opportunity for an experienced engineering professional who enjoys a hands-on role both designing products, and making them work on the production floor.

In this role you will be tasked to:

- Lead the hardware and mechanical design team including setting priorities, planning deliverables and keeping projects on schedule.
- Contribute to electronic system architecture, schematic design, PCB layout and hardware troubleshooting.
- Work closely with our mechanical designer to develop concepts, evaluate design trade-offs and solve practical challenges involving enclosures, assemblies, materials and manufacturing methods.
- Lead electrical and mechanical design reviews to ensure products meet requirements and can be manufactured, assembled and tested reliably.
- Own New Product Introduction (NPI) into production, including pilot builds, production readiness and release to manufacturing.
- Develop and validate production test jigs and fixtures, coordinating with the firmware team where needed.
- Keep bills of materials, drawings, schematics and work instructions accurate, controlled and accessible.
- Coordinate with Supply Chain and suppliers to ensure materials are ready from pre-production through ongoing manufacturing.
- Investigate design and production issues, identify root causes and implement corrective actions that prevent recurrence.
- Coach engineers and co-op students, contribute to hiring and improve how the team works.
- Other responsibilities as needed.

To be successful in this position, you have:

- Bachelor's degree in electrical engineering, mechatronics or a related field.
- 7+ years of relevant hardware development experience, including hands-on electronics design and practical mechanical design experience. Equivalent combination of education and progressive experience will be considered.

- Experience taking physical products from development into manufacturing.
- Strong skills in schematic design, PCB layout, manufacturing and troubleshooting.
- Experience with production test methods, test fixtures and manufacturing documentation.
- Practical knowledge of BOM management, engineering change control and document control.
- Experience working with suppliers and supply chain on sourcing and material readiness.
- Experience leading engineers, managing competing priorities and delivering projects.
- Strong mechanical judgment, with experience evaluating CAD models, drawings, materials, tolerances and manufacturing methods. You are able to challenge design assumptions, contribute ideas and guide a mechanical designer toward workable solutions.
- A systematic approach to problem-solving and sound technical judgment across electrical and mechanical systems.

Nice to have

- P.Eng. designation.
- Experience developing industrial, connected or field-deployed hardware.
- Experience improving manufacturing quality, efficiency and product reliability.

Why work at EXACT?

- Ownership of hardware development and production engineering has a direct impact on the products we ship.
- Manage a small, nimble team where you can lead, design and see your work move into production.
- The opportunity to build technology used on major construction projects and in concrete plants.
- We are a team of 50+ technical superstars and are welcoming to others who share our passion.
- Our culture is open, honest and inclusive.
- We're solving serious problems and having fun doing it.
- We're reducing the carbon footprint in a historically heavy carbon footprint industry.
- Our work has purpose. We're changing the face of concrete construction.

Compensation

- Base Salary: Competitive and commensurate with experience
- Extended Health and Dental Benefits, bonus plan eligibility

This role will be based in our head office located in downtown Toronto, Canada. EXACT also has team members in California, Florida, Illinois, Nevada, Texas, Alberta and Quebec.

https://exacttechnology.com

To apply for this role

If you're excited about what you see, please send a confidential email to our Talent team at hr@exacttechnology.com.

EXACT is committed to creating an inclusive environment where all team members and clients feel like they belong. We seek applicants with a wide range of abilities and we provide an accessible candidate experience. If you need accommodation let us know.
