MANAGER, ATOP ENGINEERING

Department: Engineering
Location: Montreal, Quebec, Canada
Status: Full-time
Date Posted: 05/19/2020

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.

Adacel's Advanced Technologies and Oceanic Procedures (ATOP) group is seeking an experienced Manager, Engineering to lead and support funded system enhancements to FAA's Oceanic Air Traffic Control (ATC) system. The Manager, Engineering ATOP manages functional activities of direct reports within the Engineering Department. S/he manages department activities to design new products and features, modify existing designs, and improve production techniques. The Manager, Engineering ATOP analyzes technology trends, human resources needs, provides technical and analytical guidance to the Engineering group and ensures adherence to quality standards. S/he recommends and acts to direct the analysis and solutions of problems. In addition, the Manager, Engineering ATOP confers with members of the leadership team, Operations, and Business Development to determine Engineering feasibility, cost effectiveness, and customer demand for new and existing products.

Duties and Responsibilities:
Departmental Management

- Supports the initiatives of the Director, Engineering to accomplish company and department-wide goals.
- Assists Director, Engineering with adjusting the organizational structure of the department as-needed to support the company's strategic objectives.
- Provides budgetary needs of the department for the upcoming fiscal year.
- Oversees and controls departmental expenditures to remain within current fiscal year budget.
- Assists the Director, Engineering with balancing staffing levels and skill mix with permanent and contractual employees 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.

The duties, responsibilities, and qualifications noted in this job posting were derived from Adacel's Manager, ATOP Engineering job description dated May 19, 2020.

- Liaises with customer and suppliers directly.
- Ensures maintenance of company core competencies through knowledge management, training, and technical guidance.
- Leads and coordinates the support team to address critical issues reported from the operational sites.
- Provides summary overview of the status of the program to stakeholders (PMR).

Employee Functional Management
- Performs functional management of direct reports, including goal setting, performance reviews, addressing of performance or discipline issues, and recognition or awards.
- 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 engineers and oversees staff reductions when needed.
- Manages the development of internal training plans and procedures.

Process Management
- Ensures Engineering employees adhere to Adacel processes, policies, and procedures.
- Ensures Engineering processes are effective in meeting quality objectives to meet all CMMI and ISO certification requirements.
- Assists with the creation and maintenance of processes, policies, and standards as requested by management.

Core Software Management
- Supports product roadmap through branch progression.
- Ensures that the stability and quality levels of the products are maintained through continuous improvement.
- Supports and maintains Adacel's vision for its product lines by ensuring Engineering development is aligned.

Business Capture
- Supports new business capture by providing information needed to complete RFI's/RFP's/etc.
- Oversees and validates proposed software solutions to ensure conformance to company and product objectives and responds to the "Design-To-Win" (DTW) approach.

Other
- Performs other duties as assigned by Supervisor.

Required Qualifications:
- Bachelor's degree or equivalent in Computer Engineering, Computer Science, or related field.
- Previous software development and leadership/managerial experience.
- Knowledge of software architectures and design methodologies.
- Problem identification, analysis and solving skills.

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- Leader and a team player with excellent management, technical and communication skills.
- Expert in software development and extensive resume of successfully developing quality software products.
- Successful with scaling 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.
- Proficiency with AGILE-methodology.
- Strong communication skills (both written and oral) to work directly with the customer
- Understanding of release management and change management issues.

Desired Qualifications:
- 15+ years of combined successful software development and managerial experience.
- Graduate degree in Business (MBA), Project Management (PMI) or any related field of study is an asset.
- Knowledge of domain-specific topics (ATM, simulation, speech recognition, etc.).
- Experience in the aerospace sector is a definite asset.
- Good systems engineering skills.

How to Apply:
- Send 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.

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