



Test Engineering Leader

SeaStar Solutions is based in Richmond, BC Canada and has earned a reputation as a World Leader in the design and manufacture of hydraulic and thermal technology products for our target markets. We are looking for a dedicated, driven professional to become a part of our organization.

Objective

The Test Engineer is a combination analysis and “hands on” position supporting new product launch. The Test Engineer’s main purpose is to develop effective test methods, design effective test equipment, and perform root cause analysis for new products. The role requires strong mechanical aptitude, urgency to get things done, excellent test results documentation and on-going improvements to testing methods, processes, and analysis. Other skills and experience required for the position include strong data analysis, good data acquisition and sensor experience, experience fabricating test equipment; maintaining and trouble-shooting test equipment; as well as, sourcing, installing and trouble-shooting controls, apparatus, and instrumentation.

Education & Experience

University or Institute qualifications in Mechanical, or Electro-Mechanical Engineering with a minimum of 4 years’ experience performing product testing and/or mechanical design and leading teams.

Responsibilities

- Team lead for Test Engineering team
- Coordinate testing activities including allocation of resources to support new product development or support projects, as well as ensuring continuous operation of test equipment
- Review, develop and run comprehensive verification and validation plans
- Advocate best practices and look for continuous improvement opportunities
- Review the selection, installation, and integration of sensors (pressure, force, strain gauges, displacement, etc) and oversee the maintaining of test equipment inventory
- Work closely with design engineers in the optimization of specific aspects of new products development
- Correlate field data to lab tests and lab test data
- Develop new product performance specifications and test methods
- Monitor and record multiple tests
- Root cause analysis on tested units
- Complete data analysis
- Prepare reports on completed and in-progress testing
- Prepare and calibrate data acquisition equipment



- Implement improvements to product testing (processes, methods, analysis, etc)
- Assist in the design and implementation of multi-variable experiments
- Mentor, recognize talents, match talents and tasks, accommodate growth, etc.
- Promote group discussions, collaboration, team work, and continuous improvement for team and individuals.
- Conduct performance evaluations (PMP) and recommend individual development.
- Implement performance management of both unionized and non-unionized positions where require.
- Recruit, interview, discipline and terminate personal in accordance to Company practices.
- Assist in applications support and troubleshooting as required.
- Complete additional job duties and assignments up to 15% of the time.

Skills & Abilities

- Well-developed organizational skills with the ability to manage a variety of tasks.
- Strong proficiency with MS Office programs including: Word, Excel, Access, Outlook and PowerPoint; and, the ability to learn other applications quickly.
- Excellent verbal and written communication skills in English.
- Ability to work well independently and as part of a strong team.
- Ability to forge and manage relationships with program teams, customers and suppliers.
- Exercise technical leadership over the test engineering group; map out, plan and communicate development activities.
- Strong analytical ability, including statistical and mathematical analysis, as well as able to verify that data is trustworthy
- Strong problem solving skills, root cause failure analysis and mechanical aptitude
- Strong understanding of test methodology and design of experiments
- Proven experience testing products, performing root cause analysis, and recommending design improvements.
- Reliability training and experience with accelerated testing.
- Experience with vibration testing and familiarity with PSD spectrums.
- Good experience with Lab View and NI data acquisition equipment.
- Good experience with governing standards, test procedures, and test equipment for ASTM, SAE, ISO, and ABYC.
- Familiarity with volume production processes including casting, extruding, powder metal, injection molding, precision machining, sheet metal fabrication, and welding.
- Thorough knowledge of various materials and secondary coatings
- Familiar with QFD, Design and Process FMEA's.
- Familiar with ISO9001 requirements.



Deliverables

- Implement effective and efficient test methods for the verification and validation plans to ensure the test program is performed in a timely manner relative to the product launch schedule.
- Write thorough test reports including complete data analysis & thorough failure analysis.
- Continuously improve the execution of the SeaStar Solutions development process.
- Maintain or increase internal and external customer satisfaction.
- Maintain or increase engagement of direct reports.

Things to Know & How to Apply?

- This position is located at our Richmond, British Columbia, Canada facility.
- Occasional travel maybe required.
- SeaStar Solutions is an equal opportunity employer.
- If you are interested in this position, please send your cover letter and resume to hr.canada@seastarsolutions.com with the subject: 2016-017.
- Relocation assistance is not provided for this role.
- Only applicants legally eligible to work in Canada should apply. No foreign applicants will be sponsored.
- We look at each resume in detail, so please be sure to review the job description and highlight your experience in relation to this role.
- All candidates will be updated on the status of their application.
- To find out more about SeaStar Solutions, please visit our company website at: www.seastarsolutions.com or <http://canada.seastarsolutions.com/careers/>