

About Conviron

Conviron is recognized as the leading global manufacturer of plant growth chambers and rooms. Our controlled environment technology uniquely equips researchers and growers with solutions to meet global demands for plant-based food and health products. Our projects range from small single-chamber installations to large scale, multi-room facilities in some of the most prestigious corporate, university and research institutions in over 90 countries around the world.

Conviron is part of the CEL Group of Companies (CEL). The CEL Group of Companies (CEL) comprises Conviron Canada, Conviron USA, Conviron Europe and Conviron Australia - together forming the world's leading designer and supplier of controlled environments for plant growth. CEL is proud to be part of Madison Air, a Madison Industries company. Madison Industries is one of the largest and most successful privately held companies in the world.

We are an entrepreneurial organization built on the expertise of our people and are committed to attracting and retaining employees who are curious and learning orientated to ensure we meet the ever-evolving needs of our clients. Our employees enjoy competitive salaries, benefits and reward programs, within an engaging and collaborative work environment. Conviron recognizes that our continued success is dependent on the growth of our people, and therefore encourages and supports employees' continual development.

Engineering Team Lead (14-Month Term)

REPORTING TO: Director of Engineering

POSITION SUMMARY

The Engineering Team Lead will lead Conviron's Commercial Engineering team in completing controlled environment room designs for clients across North America and the Globe. The Engineering Team Lead is responsible for ensuring engineering designs meet client specifications, while staying within a set budget and timeline.

RESPONSIBILITIES

Operational:

- Manage a team of Engineers, EIT's, and Technologists to complete both mechanical and electrical design work.
- Ensure customer requirements are translated into defined engineering specifications.
- Estimate cost and time required to complete design projects.

- Develop best practices and facilitate initiatives to improve engineering processes, product designs, and team performance.
- Create and maintain department policies, procedures, and work instructions to enhance productivity.
- Collaborate with other departments to ensure engineering designs are completed on time, within budget and meet client expectations.
- Conduct project reviews prior to releasing designs to various departments and postmortems when projects are completed.
- Conduct formal engineering risk assessments when appropriate and make recommendations.
- Conduct troubleshooting and root cause analysis when necessary.
- Address non-conformances and respond to corrective actions in a timely fashion.

Human Resources:

- Conduct annual performance assessments and gather monthly performance metrics.
- Provide daily coaching to individual team members. Identify individual performance gaps and create plans to address these gaps.
- Ensure team performance is aligned with annual company objectives.
- Create and action training plans for new and existing employees.
- Assist in the development of succession planning for the replacement of key employees.
- Promote teamwork within and across the departments.
- Participate in the hiring, disciplinary, and promotion process when required.

DESIRED QUALIFICATIONS, EXPERIENCE, AND EDUCATION

- B.Sc. degree in Engineering or a related field.
- Experience leading an engineering team, demonstrating strong leadership and team-building skills.
- A minimum of five years experience in Mechanical Design.
- Demonstrated design experience with HVAC/Refrigeration systems is an asset.
- Professional Engineer (PEng) is an asset.
- Must be legally eligible to work in Canada.

DIVERSITY & INCUSION COMMITMENT:

We are committed to creating a diverse and inclusive environment. At Conviron, our unwavering commitment is to foster an inclusive and diverse workplace that reflects our global community. We firmly believe that diversity is our greatest strength and cornerstone of our corporate culture. We strive to create an environment where every employee, regardless of their background, identity, or beliefs, feels valued, respected, and

empowered to contribute their unique perspectives and talents. We recognize that by celebrating our differences and ensuring equitable opportunities for all, we can unlock the full potential of our teams, driving innovation and growth while making a positive impact on the world. Together, we are dedicated to creating a workplace where every voice is heard, and every individual can thrive, thus making our company and our world a safer, healthier and more productive place.

Persons with disabilities who anticipate needing accommodation can contact hr@conviron.com in confidence. Reasonable accommodation can and will be provided at all stages of the application process and once hired.

ADDITIONAL DETAILS

- Job Type: Full-time, Term
- Duration: 14 months
- Location: Winnipeg, MB (On-site)
- Schedule: 7.5-hour shift, Monday to Friday
- Compensation: Successful candidate will be remunerated based on their skills and experience.
- Opening Date: January 30, 2025
- Closing Date: Once a suitable candidate is selected.

How To Apply

Please include **Engineering Team Lead (14-Month Term)** in your subject line. Applicants should submit a resume for consideration to: hr@conviron.com

ATTN: Human Resources
Conviron
590 Berry Street
Winnipeg, MB
Canada R3H 0R9