

Staff Engineer

Job Summary

The Staff Engineer is the senior-most individual contributor within the Engineering & Design team. This role provides advanced technical expertise, strategic design guidance, and high-level support across the department. Acting as a technical authority, the Staff Engineer drives mechanical design, raise engineering standards, and advises team members on complex technical issues while enabling the successful execution of product development projects.

This position influences through expertise—mentoring engineers as well as designers into resolving our most challenging engineering problems.

Org Structure

- Reports to: Engineering and Design Manager

Job Responsibilities and Duties:

Product Design & Development

- Lead in creation of CAD technical packages, including 3D models and detailed drafting.
- Assist in reviewing team member effort on CAD technical packages
- Serve as the technical authority during design reviews and DFX evaluations (DFM, DFA, serviceability, etc.), ensuring ideal engineering outcomes.
- Develop and validate major design changes, high-risk concepts, and critical product improvements.
- Lead the development and maintenance of engineering best practices, drafting standards, modeling methods, and procedural documentation.

Technical Support & Collaboration

- Provide expert level engineering support to the production and product support teams to resolve manufacturing and service challenges.
- Ensure and enable all designs to be optimized for manufacturability, cost efficiency, and durability.
- Evaluate new design tools, analysis methods, materials, and fabrication technologies for potential adoption.

Mentorship & Quality Assurance

- Grow the technical capability of the engineering team through knowledge-sharing, training, and design process improvements.
- Act as a technical reference for complex engineering challenges.
- Review and assess team members' work for accuracy and completeness.
- Help standardize and improve design procedures and best practices.

Job Qualifications and Experience:

- Bachelor's or Master's degree in Mechanical Engineering.
- P.Eng license required.
- 12+ years of product development experience.
- Proficiency in Autodesk Suite (Vault, Inventor) or similar CAD software.

- Strong organizational skills with excellent attention to detail.
- Ability to lead projects, mentor engineers, and translate concepts into reality.

Considered an Asset:

- Experience in heavy construction attachment design and metal fabrication.
- Proficiency in Finite Element Analysis (FEA).
- Experience with mobile hydraulics and welded structure design (AWS, CWB, or ISO 2553).
- Experience in the mining industry, including design, maintenance, or engineering of equipment used in surface or underground mining operations.
- Familiarity with large-scale heavy equipment, wear components, high-cyclically loaded structures, or harsh-environment design considerations typical in mining applications.

Schedule:

- Full-time, Permanent
- Day shift
- In Office

Salary Range: \$120,000 to \$150,000 Annually