



Create What's Different™

AT CWD, OUR AIM IS SIMPLE: CREATE WHAT'S DIFFERENT

Do you have an extreme, obsessive, unwavering focus on customer experience? Do you thrive in a dynamic work atmosphere that strives for excellence on a daily basis? Are you motivated by innovative and forward-thinking ideas?
Then you've got what it takes to succeed at **CWD**.

Title: Assistant Product Manager (NPI)

Location: Downtown Toronto Office OR Niagara Falls Office

We are currently looking for **Assistant Product Manager (NPI)** who will be responsible for contributing to the research and development process for CWD's Baby (Levana) and Security (Defender) products by detailing product specifications, observations and outcomes while effectively communicating with potential and existing suppliers.

As a team member you will enjoy perks such as a great work-life balance, competitive health benefits, enhanced professional development subsidies, exciting company events, working within a goal driven, creative and a charismatic team and career growth opportunities.

Key Result Areas:

Product Development

- Assist Product Manager with product development projects from strategic planning to implementation while collaborating with other departments, maintaining scope, time, cost and quality initiatives
- Assist with developing product strategy documents such as product business plans, function maps and competitive product analysis
- Develop and recommend category/product objectives and strategies
- Monitor external conditions, including markets, competition and demographics to ensure products meet customer needs while maintaining market competitiveness and profitability
- Research product ideas and technology

Vendor Management

- Assist with negotiation of product pricing, payment terms, timelines and manufacturing lead times
- Assist with validation of manufacturing facilities and competencies
- Develop effective relationships and information flow with technology (hardware and software) developers
- Review, negotiate and manage project agreements
- Manage vendor onboarding and continuous partner relations

Quality Assurance

- Assist with improvements and specifications with Product Manager and vendor
- Review and make recommendation on 3rd party quality assurance inspection reports
- Test and validate prototypes, competitor products and new technologies

Other



- Perform other duties as assigned by the Product Manager and Managing Director

Education/Experience

- University degree in Business Administration, Engineering, or a related field with good academic standing
- 1-2 years experience in a Marketing, Product Development, or Research and Development role
- Qualified candidates should have 1-2 years experience conducting competitive analysis and market research
- Prior experience with vendor management is required
- Intermediate Microsoft Office skills required

Technical Skills:

- Embedded systems
- Conducting field, alpha and beta trials
- Effective communication, project management and time management skills
- Experience with process change and automation of processes

Cognitive Skills:

- Root cause analysis: get to the heart of the issue by stripping out non-essential and surface noise
- Flexible and creative in approach to problem solving
- Simplify: detangle issues to their core factors and focus on these
- Innovate down to the details
- Strive to differentiate/create what's different
- Forward Thinking: Need to look beyond today and understand how things will change tomorrow in our business

Emotional Intelligence:

- Self-awareness: strong desire to develop and improve yourself and knowing when to seek out expertise and experience.
- Self-regulation: knowing when to push and when to stop
- Motivation: remain motivated while creating a strong desire to achieve in others
- Empathy: understand and care about team members and partners current reality
- Social skills: understand people, develop trust and help them

Leadership:

- Meaning: tie all small tasks and large projects to meaning in the company's vision to empower people
- Feedback: give real-time honest feedback to further your team's abilities by pushing them to achieve
- Organizational Development: assist in the planning for scale and succession on your team

If the above interests you, then apply to join a fast paced, creative and energetic team!

Candidates who reside within a 45 minute commute of our office will be given preference.

CWD is an equal opportunity employer committed to inclusive, barrier-free recruitment and selection processes and work environment. We will accommodate the needs of the applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment and selection process. Please advise the Human Resources Department to ensure your accessibility needs are accommodated throughout this process. Information received relating to accommodation measures will be addressed confidentially.

ABOUT US

CWD designs, manufactures, markets and sells consumer electronics that enhance our lives.

As a pioneer in the markets of do-it-yourself video security, baby video monitors and wireless connectivity, we have successfully applied the principles of innovation and superior technology to a dynamic range of product categories. We are committed toward consistently exceeding consumer expectations and changing the way people think about:

- * Baby Safety Devices
- * Do-it-yourself Video Security
- * Wireless Connectivity Products
- * Home Theater Audio
- * Retro Music Systems
- * Clock Radios
- * Karaoke Systems

From conception to launch, over 100 talented professionals work to ensure all of our products undergo the same intensive, completely in-house development and design process, resulting in the uncompromising quality and industry-leading performance that consumers trust.

The letters 'CWD' are shorthand for the empowering philosophy that drives every aspect of what we do – Create What's Different.