

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.

### **Assistant Product Manager**

Do you believe that everyone should experience audio in its truest form, that the power of music can bring people together, and that our lives need to be simple? If so, we have the job for you.

We are looking for an **Assistant Product Manager** to join our Research and Development team to make a true difference and lead a team to ensure the development process of potential company products by detailing specifications, observations & outcomes while effectively communicating with potential and existing suppliers for our iconic brands **Fluance, Electrohome, Nyrius & Magnasonic.** **Essential Duties & Responsibilities**

#### Product Development

- Assist Research & Development Manager with product development projects from strategic planning to implementation while collaborating with other departments to maintain scope, time, cost and quality initiatives
- Develop product strategy documents such as product business plans, minimum viable specifications, function maps and competitive product analysis
- Test and evaluate prototypes and competing products
- 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 bill of materials/pricing, payment terms 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 and manage project agreements
- Assist with vendor onboarding and maintenance

- Possibility to travel to within Canada, United States, Hong Kong, China, Japan and Taiwan as required Quality Assurance
- Assist with improvements and specifications with Research & Development Manager and vendor
- Review and make recommendation on 3<sup>rd</sup> party quality assurance inspection reports
- Test and validate prototypes

#### Other

- Perform other duties as assigned by the Research & Development Manager and Managing Director

#### **The successful candidate requires:**

##### Educational Experience

- University degree in Business Administration, Engineering, or a related field with good academic standing
- 5 years of experience in Product Development, Manufacturing Engineering or Quality role for Electronics
- 3 years' experience in a Marketing, Product Development, or Research and Development role
- Qualified candidates should have 3+ years' experience conducting competitive analysis and market research
- Prior experience with vendor management is required
- Worked for a medium sized company (50+ employees)
- Intermediate Microsoft Office skills required

##### Technical Skills

- Understanding of PCBA, hardware mass production, root cause analysis processes and inspection processes
- Knowledge of product development models (Stage Gate experience would be an asset)
- Understanding of inventory management processes

##### Cognitive Skills

- Project management
- Change management
- Quality management

- Financial planning/budget management
- Risk management and assessment
- Negotiation skills and persuasive communication
- Vendor development
- Contract agreement management
- Strong leadership skills
- Customer focused
- Creative problem-solving skills; strategic and “Out of the box” thinking
- Very organized with ability to change direction quickly
- Strive to Create What’s Different

#### Emotional Intelligence

- Self-awareness: strong desire to develop and improve yourself and knowing when to seek outside expertise and experience
- Self-regulation: Controlling or redirecting disruptive impulses and moods
- Motivation: remain self-motivated while creating enthusiasm in others
- Empathy: understand and care about people’s current reality
- Social skills: understand people, develop trust, and help them

Apply to this posting at [www.cwdlimited.com/newcareers](http://www.cwdlimited.com/newcareers)

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.**

#### About Us

We exist to empower people. To do that, we create innovative consumer electronics that are smart, simple and stylish. From baby safety devices to home theatre systems we push ourselves to deliver ground-breaking products that improve lives. Our success is measured in customer satisfaction above profits and because of that we have been in business for almost 60 years and our creations can be found in most major retailers. Together in teams, as a company, as a community, we are committed to Creating What’s Different.

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.