

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

*Do you thrive in a dynamic work atmosphere? Are you driven by innovative and forward-thinking ideas?  
Are you inspired to Create What's Different on a daily basis?  
Then you've got what it takes to succeed at CWD.*

**Title: Electronics Technologist – Embedded**

**Location: Downtown Toronto Office OR Niagara Falls Office**

CWD has been in business from more than 56 years. We are currently looking for an inquisitive, curious, improvement-oriented and very hands-on **Electronics Technologist - Embedded** who is passionate about consumer electronics. You will join our rapidly growing company working within the Research and Development team for CWD's Levana (Mylevana.com) and Defender (Defender-usa.com) products that are being sold in all major mass merchant retailers including Walmart, Costco, Best Buy and Amazon throughout North America and over 80 countries. The Electronics Technologist - Embedded will work towards the goal of achieving high levels of quality standards on new and existing products, with a focus on the high-level customer satisfaction through testing and validating product prototypes, and continually improving products currently on the market.

**Essential Duties & Responsibilities:***New Product Development:*

- Testing Framework: Create testing plan, testing cases to support product validation of new products
- Prototype Testing: Coordinate testing and debugging of hardware, firmware and apps with internal and external parties
- Testing Equipment: Coordinate purchasing of parts and components and building of test jigs
- Defect Tracking: Prepare failure analysis reports in the defect tracking system describing test failures and defects
- Laboratory Work: Using hot air and soldering equipment to re-work and modify prototypes for debugging
- Firmware Testing: Programming prototypes with latest firmware files and testing it in different use case scenarios for stability and potential bugs
- Internal Communication: Collaborate with R&D team to provide timely solution for resolving defects to ensure project can be accomplished on schedule
- New Product Monitoring: Monitoring new products post launch and analyzing customer satisfaction and return trends
- Product Manuals: Reviewing and editing content for specifications in product manuals and continually updating
- Competitor Product Evaluation: Testing, evaluating and reporting on competitor sample products

*Continuous Product Improvement:*

- Production Quality Assurance: Writing product inspection checklists and coordinating product inspections. Testing and providing feedback on golden samples from each production
- Customer Feedback: Working with Customer Support by evaluating customer call/chat drivers and analyzing product returns to identify key return drivers and performing root cause analysis for improvement in product assembly and/or manufacturing processes
- Customer Review Analysis: Continually monitor product reviews to update products according to customer issues and wants

- Root Cause Analysis: Review and identify the root cause of defective returned products. Work with partners to resolve post launch defects
- Partner Product Improvement Communication: Communicating production issues and customer feedback and collaborate on improvements
- Internal Communication: Providing product updates to the company
- Other duties as assigned

**Education/Experience:**

- University degree in Electronics Engineering, or a related field with good academic standing
- 2+ years of experience working with consumer electronics testing on hardware and firmware
- Effective communication, project management and time management skills

**Technical Skills:**

- Embedded systems – Signal Integrity, RF systems, Micro-controller, Analog and Digital Sensors
- Understanding of Electronic Schematics and Gerber layout designs
- Effective communication, project management and time management skills
- Excel BOM management
- 2+ years of programming automation scripts in Python, Java or similar languages
- Experience with process change and automation of processes
- Working familiarity with common laboratory instruments, e.g. data acquisition devices, multimeter, oscilloscope, etc.

**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
- Detail Oriented: Highly detailed and analytical

**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!

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***

Circus World Displays Limited (referred to as CWD) designs, 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.