

Job Posting

Position:	Software Engineering Manager
Reports to:	Chief Technology Officer (CTO)
Position type:	Permanent Full-Time
Location:	Toronto, Ontario

ABOUT THORNHILL MEDICAL:

Thornhill Medical's ground-breaking products are designed to be used globally by emergency health care providers, humanitarian, and military medical teams. Thornhill's oxygen-focused research and applications are transforming patient care in extreme circumstances, while inspiring and enabling other new technologies to unlock vital life-saving solutions. Thornhill Medical's innovations are in 19+ countries including Ukraine. With a team committed to courage, collaboration and saving lives, Thornhill Medical leads the way in the nimble and precision-focused field of medical technologies.

POSITION SUMMARY:

The ***Software Engineering Manager*** leads the software development for Thornhill Medical products in a cross-functional team environment in compliance with business and regulatory requirements.

DUTIES & RESPONSIBILITIES:

- Manages all aspects of the software development lifecycle, from design & testing to commercialization and sustaining.
- Leads day to day operation of the software team by helping prioritize work, facilitate daily planning meetings, and assist team members with solving technical issues.
- Provides hands on guidance for the team and assistance in code development and implementation.
- Delegates tasks, manages timelines and requirements, and follows up with developers to ensure all requirements are being met.
- Monitors team performance and identifies areas of improvement and development.
- Continually monitors and improves the team's processes and tooling to ensure efficiency, code quality, and minimal defect rates.
- Architects' software structure.
- Leads preparation of documentation required to show software compliance with applicable regulatory requirements (e.g., IEC 62304, IEC 82304).
- Works to ensure that designs meet maintainability, testability, and human interface requirements.
- Actively contributes to problem solving activities for both early stage and mature projects.
- Works with the Voice of Customer (VoC) to ensure feedback, requirements, and usability are achieved.

Job Posting

- Considers quality in all aspects of the job and respects procedures and norms.
- Other duties as assigned.

EDUCATION & EXPERIENCE:

- Bachelor's degree in computer/software/electrical engineering or equivalent.
- 10+ years of related experience working in a commercial medical device development, ideally in high-growth environments.
- 3-5 years of people management experience leading a team.
- Experience working across cross functional teams and managing internal and external relationships.
- Proven track record of successfully completing projects on time, within budget and according to the defined scope.
- Experience leading engineers through technical impediments and production support.

SKILLS & KNOWLEDGE:

- Demonstrable strong development skills in C#, C++, WPF, MVC, .NET framework.
- Software system architecture, design, integration, code reviews, testing and deployment skills.
- Strong ability to use a software revision control and ticketing system (e.g., Git/Gitlab) with strong CI/CD pipeline.
- Proven test-driven software development.
- PC software development in Windows and Linux.
- Knowledge of DICOM Standard in medical imaging.
- Familiar with embedded software design.
- Strong written documentation skills (software & administrative).
- Familiar with ISO 13485 Quality System and IEC 60601 and ISO 14971 standards.
- Familiar with Medical Device Regulations (Health Canada, FDA and EMA).
- Ability to see the big picture but capable of understanding the details whenever necessary.
- Strong organizational awareness with excellent analytical skills.
- Highly organized with a deep understanding of managing timelines, project roadmaps and resource allocation.
- Excellent interpersonal and communication skills (verbal and written).
- Ability to adapt approach and demeanor in real time to match shifting demands and situations.
- Strong drive to consistently achieve results, even under tough circumstances.
- Excellent customer relationship building skills and ability to deliver customer-centric solutions.
- Exceptional ability to build partnerships and work collaboratively with others to meet shared objectives.
- Excellent people management skills and ability to provide direction, delegate, and remove obstacles to get work done. Holds self and others accountable to meet commitments.
- Strong computer skills and proficiency with Microsoft Office suite products (Word, Excel, PowerPoint).
- Familiarity with Avalonia is an asset.

Job Posting

- Knowledge of AAMI 2700-1 is beneficial.

OTHER REQUIREMENTS:

- Primarily office related requirements with exposure to production work rooms and labs when required.
- Lifting (up to 50 lbs) and bending.
- Some travel required.

COMPENSATION:

The target salary range for this position is \$125,000 - \$165,000 per annum. The salary range reflects the base pay only and does not include bonus or benefits. The position is also eligible for a bonus.

The starting salary offered to a candidate will be dependent upon several factors, including but not limited to experience, job-related skills and relevant education and/or training.

This job posting is to backfill an existing vacancy within our organization, and the recruitment process involves the use of artificial intelligence.

Thornhill Medical welcomes and encourages applications from all qualified people, including those with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all applicants for their interest, however, only those selected will be invited for an interview.