

SENIOR MANUFACTURING ENGINEER/SPECIALIST

COMPANY DESCRIPTION

4iiii Innovations Inc. (4iiii) is a Canadian sports technology company based in Cochrane, Alberta. 4iiii is a diverse collaborative team dedicated to improving personal performance through the development of superior training tools, including cycling power meters and heart rate monitors for the outdoor and indoor cycling and fitness markets. The company strives to produce the best quality and performing equipment in the industry at the best price point for our OEM partners and direct customers so that every athlete can gain the benefits of better training.

We're seeking a **permanent full-time Senior Manufacturing Engineer/Specialist** to join our team in Cochrane, Alberta.

4iiii Innovations offers a competitive compensation and benefits package in a fun, fast-paced and exciting industry. 4iiii employees have access to industry discounts from leading brands, race entry discounts, and of course 4iiii products. If this sounds like something that interests you, read on!

ROLE SUMMARY

The Senior Manufacturing Engineer/Specialist will oversee the transformation of 4iiii's manufacturing operations through Lean principles, automation and advanced manufacturing technologies. This role is responsible for modernizing legacy manufacturing processes, implementing scalable production systems, and driving operational excellence to support significant business growth.

Working closely with Manufacturing, Engineering, Operations, Quality, Supply Chain and Executive Leadership, this individual will develop and execute manufacturing strategies that improve productivity, quality, cost and scalability while supporting world-class consumer electronics manufacturing.

This role combines strategic leadership with hands-on technical expertise and requires an individual who is equally comfortable developing long-term manufacturing strategies and continuous improvement solutions on the production floor.

RESPONSIBILITIES AND DUTIES

Manufacturing Transformation

- Execute the modernization of manufacturing processes through Lean Manufacturing, automation, digital manufacturing technologies and continuous improvement initiatives
- Evaluate existing production processes and develop strategic roadmaps to improve throughput, quality and manufacturing efficiency
- Design and implement scalable manufacturing systems capable of supporting production growth from approximately 100,000 to over 1 million units annually

The logo for 4iiii, featuring the word "4iiii" in a bold, stylized, italicized sans-serif font.

Automation & Process Engineering

- Design, specify, commission and optimize production equipment
- Develop and implement manufacturing processes that improve repeatability, reliability and overall equipment effectiveness (OEE)
- Provide hands-on support with mechanical automation and production equipment
- Support new product introductions by applying Design for Manufacturing (DFM) principles

Project Execution

- Execute cross-functional manufacturing improvement projects from concept through implementation
- Manage project scope, timelines, budgets, risks and vendor performance
- Coordinate internal stakeholders across Engineering, Operations, Quality, Supply Chain and external equipment suppliers

Operational Excellence

- Champion Lean Manufacturing methodologies including:
 - Value Stream Mapping
 - Kaizen
 - Standard Work
 - 5S
 - Visual Management
 - Root Cause Analysis
 - Overall Equipment Effectiveness (OEE)
- Drive measurable improvements in cost, quality, delivery and safety

Supplier & Global Manufacturing Support

- Collaborate with EU and APAC manufacturing partners and equipment suppliers
- Execute equipment acceptance, factory commissioning, process validation and production ramp-up activities
- Support future factory expansions, new production lines, and facility layouts as required

Quality & Compliance

- Ensure manufacturing processes comply with internal Quality Management Systems (QMS) and applicable regulatory requirements
- Drive robust corrective and preventive action activities through data-driven problem solving
- Other duties, relevant to the position, shall be assigned as required

QUALIFICATIONS AND SKILLS

Core Competencies:

- Bachelor's degree in Engineering, Manufacturing Engineering, Automation, Mechatronics, Industrial Engineering, or a related discipline (or equivalent experience)

- Minimum of 7 years of experience in process engineering and manufacturing automation in medium to high-volume manufacturing environments
- Demonstrated experience implementing Lean Manufacturing and automation initiatives.
- Hands-on experience with CAD tools for fixturing and 3D printing, automated manufacturing equipment, robotics, machine integration, or PLC programming
- Experience managing cross-functional technical projects
- Strong understanding of manufacturing quality systems and continuous improvement methodologies
- Experience working with international manufacturing partners, preferably in EU and APAC

Personal Characteristics:

- Ability to influence without direct authority
- A bias toward action and a passion for solving complex manufacturing challenges
- Confidence to challenge existing practices while building alignment across the organization
- Excellent communication skills with technical and non-technical audiences
- Strategic thinking balanced with a hands-on approach to execution
- High accountability and ownership for delivering measurable business results
- Creativity in applying technology and automation to improve manufacturing performance
- Resilience and adaptability in fast-changing environments
- A continuous improvement mindset with a passion for operational excellence

WORKING CONDITIONS AND ADDITIONAL DETAILS

- 4iiii is based in Cochrane, Alberta; this position is expected to work on-site
- Occasional travel to the EU and APAC; must have a valid passport
- Hours of work need to flex to accommodate meetings with partners/suppliers in Europe and Asia
- 4iiii uses Google Workspace products

If you're interested in this opportunity, please apply within LinkedIn or email hr@4iiii.com with a cover letter and resume. We thank all applicants for their interest, however, only those selected for an interview will be contacted. For more information please visit: www.4iiii.com

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