



POSITION: Quality Assurance Team Lead
REPORTS TO: Product Development and Engineering Manager
LOCATION: On-site at our Kanata, Ontario facility

Established in 1982, and now a business unit within Stanley Black & Decker, Inc., Instantel is the global market leader in the design and production of environmental monitoring devices and software for vibration monitoring, sound level monitoring, and air overpressure. Our products are used in over 120 countries. Applications include civil engineering, construction, environmental, mining, mining exploration, quarry, underwater, structural health, human annoyance, military and noise.

Instantel is hiring a Quality Assurance Team Lead to join our growing product development and engineering team! The candidate will lead the development of the quality assurance program and work as an integral part of the development team to ensure products are of the highest quality, aligned with customer needs, and delivered on time.

Responsibilities:

- Lead junior quality assurance personnel, and manage the day-to-day activities of QA team members under the guidance of the Product Development and Engineering Manager.
- Ensure all new products, software/hardware releases, documentation and integrated solutions are customer-ready upon release.
- Work as part of an agile project development team to build products incrementally, with a focus on successful sprint completion, including:
 - Participate in product design activities to help build products that are intuitive, easy to use, and provide high value while keeping testability in mind.
 - Design and implement required product verification procedures, including defining and building manual and automated test environments and defining test steps and acceptance criteria.
 - Identifying and clearly defining conditions, reproduction steps and expected behavior for defects found in products.
 - Design and implement required system verification procedures.
 - Participate in the definition and execution of Beta releases and field trials.
- Provide second-line assistance to Technical Support staff in the identification and reproduction of product defects.
- Assist in defining root cause analysis and disposition of critical failures.
- Assisting in leadership roles to plan, organize and schedule resources to meet objectives/milestone targets.

Desired Qualifications and Skills:

- Degree in Computer Science, Software Engineering, Electrical Engineering or Mathematics.
- Proven expertise in quality assurance testing and test automation, with a minimum track record of 8 years driving quality assurance in software, hardware and/or firmware development environments.
- Automated test tool experience (Selenium, Ranorex or similar).
- Possess an exceptional understanding of the product development lifecycle, and agile development.
- Excellent ability to develop and document comprehensive test plans, procedures and results that are simple to understand.
- Excellent, concise oral and written English communication skills.
- Aggressive diagnosis and creative problem-solving skills.
- Effective and proven leadership and organizational skills.
- Above all, must be a highly motivated, collaborative team player and over-achiever who is passionate and driven to deliver results.

Stanley Black & Decker believes in giving applicants an equal opportunity to succeed on their own merit. We strive to hire employees that reflect and support the diverse perspectives, experiences and needs of employees and our communities. We remain committed to upholding the values of equity, diversity, and inclusion in our work environments. We know that diversity underpins excellence and that we all share responsibility for creating an equitable, diverse and inclusive organization. Therefore, in pursuit of our values, we seek employees who will work respectfully and constructively with differences across the organizational hierarchy in actualizing SBD's priorities, goals and principles of equity and inclusivity. If accommodation is required at any point in the recruitment process, please contact a member of our Recruitment Team. Please note that as part of our recruitment process, candidates in the final stages will be required to complete a background check which may include criminal background, credit and driver's abstract check.