1920 Yonge Street, Suite 200
Toronto, ON, M4S 3E2
TEL: 1 866 706 2647
systemsflo.com

Lead Controls Engineer

Overview

As a Lead Controls Engineer specializing in HVAC systems for the food retail space, you'll develop control strategies, offer innovative recommendations, and contribute to product strategy. Collaborating with engineering, product management, sales, and operations, you'll occasionally interact with customers. This role requires a self-starter with strong leadership potential who is highly organized, communicates effectively, and thrives in a technical environment.

Responsibilities

- Design and implement innovative control strategies for HVAC and food retail ecosystem enhancements.
- Evaluate existing control systems to identify areas for improvement and optimize equipment operation.
- Conduct rigorous testing and simulation of control strategies to ensure reliability and effectiveness in real-world applications.
- Identify and resolve issues in control systems, continuously refining and improving strategies for better performance.
- Serve as a subject matter expert for the organization on all offered control hardware and applications.
- Provide recommendations for the overall product strategy.
- Communicate consistently and effectively with customers, suppliers and contractors.
- Discover controls training needs and facilitate coaching for engineering, sales, and operations departments
- Work closely with engineers, partners, contractors, operations team members, and the sales team members to integrate control solutions into HVAC products.
- Present on findings, results, and insights from testing of new application testing.
- Oversee the creation of technical documentation, including system design, testing procedures, technical support documentation and performance analysis reports.
- Contribute to the creation of new products and offerings through the New Product Introduction process.
- Keep up-to-date with the latest advancements in HVAC control technologies and industry standards to drive innovation in our products.
- Demonstrate the behaviours that support Flō's success profiles to activate strategic priorities and culture with disciplined execution and accountability.

Qualifications

- University degree or college diploma in mechanical or electrical engineering required.
- 7-10 years of experience in developing and testing control systems, preferably in HVAC, Refrigeration, or related industries.
- PLC programming (structured text preferred)
- HMI programming and layout (structured text preferred)

- Familiarity with building control systems, building networking, and equipment wiring diagrams.
- Microsoft 365 – Office Apps

Skills/Abilities

- Strong problem-solving abilities and experience with data analysis and system optimization.
- Demonstrates understanding of project management, time management, and relationship management principles.
- Excellent written and verbal communication skills, with the ability to present complex technical concepts clearly.
- Ability to collaborate effectively with cross-functional teams and contribute to a positive work environment.
- Must be self-motivated, self-aware, and outcome focused.
- Demonstrates understanding of customer centricity.
- Strong leadership acumen who can provide direction and coaching to peers.

Conditions of Employment

- Permanent full-time employment
- Occasional travel to job sites, manufacturing facility, and customer locations
- Ability to work from home with a home-based office
- Valid passport: able to travel across North America

If you are interested in this exciting opportunity, please forward your resume in confidence to careers@systemsflo.com

While we appreciate the interest of all applicants, only candidates selected for an interview are contacted. No agencies, please. We are committed to fostering an inclusive, accessible work environment, where all employees feel valued, respected, and support. Flō will provide accommodation for applicants with disabilities as part of its recruitment process. If you are contacted to arrange for an interview, please advise us if you require accommodation.