



ENGINEER – SUSTAINING OPERATIONS

About Us!

HYDMECH has been a leader in industrial sawing solutions for over four decades, known for engineering innovation, unmatched reliability, and a commitment to supporting metalworking industries across North America. What began as a pioneering Canadian company has grown into a globally recognized brand, driven by continuous improvement, customer partnerships, and a team of dedicated people who take pride in building exceptional machinery.

HYDMECH is part of the MEP Group (Italy) and Group Legris Industries (France). You will be part of a global organization with locations in Canada, USA, Europe, China and South America where advancement from within the organization is supported!

About the Opportunity!

This existing vacancy reports to the Director of Engineering – Sustaining Operations and will primarily be responsible for supporting the design, development, and industrialization of existing products, responding to custom design requests and day-to-day engineering support. The Engineer will ensure that products are designed for manufacturability, cost, quality, safety, and schedule. This role partners closely with Production, Quality, Procurement, Sales, and Marketing to successfully transition designs from concept through production release.

WHAT WILL YOU DO?

- Design Custom/Special Product and/or features based on customer requirements.
- Translate customer, market, and regulatory requirements into robust engineering solutions for existing product lines and specials, as required
- Ensure designs meet performance, reliability, quality, cost, and manufacturability requirements
- Prepare engineering drawings, specifications, and technical documentation
- Partner with Manufacturing Engineering and Procurement to ensure smooth product launches
- Support design-for-manufacturability (DFM), design-for-assembly (DFA), and cost reduction initiatives
- Collaborate with Quality on compliance, testing, corrective actions, and continuous improvement
- Work with Supply Chain on material selection, vendor qualification, and technical sourcing support



- Apply structured product development and project management methodologies
- Track progress, identify risks, and implement corrective actions as needed
- Participate in reviewing engineering processes, standards, and tools for continuous improvement
- Stay current with industry trends, new technologies, and best practices in product design
- Support long-term product roadmap and innovation strategies
- Provide technical guidance and support for complex engineering challenges
- Other duties as assigned

WHAT DO YOU BRING?

- Bachelor's degree in Mechanical Engineering, Industrial Engineering, Mechatronics, or related discipline
- Professional Engineering (P.Eng.) designation preferred or ability to obtain
- 5+ years of progressive engineering experience in a manufacturing environment
- Proven experience supporting new product design and launch activities
- Strong background in mechanical design, systems integration, and manufacturing processes
- Solid knowledge of CAD systems, engineering drawings, and BOM management
- Experience with manufacturing methods such as machining, fabrication, welding, or assembly
- Familiarity with applicable codes, standards, and regulatory requirements
- Experience with structured product development processes and design controls
- Demonstrated ability to lead, motivate, and develop engineering teams
- Strong communication skills with both technical and non-technical stakeholders
- Collaborative, solutions-oriented mindset with a strong customer focus
- Organized, adaptable, and able to manage competing priorities

This job posting does not form part of the employee's contract of employment but is provided for guidance. The precise duties and responsibilities of any job may be expected to change over time.

This is an onsite position located at 1079 Parkinson Road.

WHAT WE PROVIDE?

- Paid time off including vacation time, paid holidays, additional holidays
- Plant shutdown for two weeks in the summer
- Company events including Holiday party, food trucks and more
- Company sponsored Wellness program
- Comprehensive benefits package including Life insurance, AD&D, STD, LTD, Health and Dental



- RRSP matching program

The Ontario pay range for this position is \$80,000 CAD to \$100,000 CAD annually. Ultimately, in determining pay, we will consider the successful candidate's experience, skills, knowledge, and other job-related factors.

Interested and qualified individuals, who are eligible to work in Canada, with a 'CAN-DO' attitude, open to a collaborative, fast-paced, manufacturing environment, please forward a WORD version of your resume to hr@hydmech.com

Hydmech is an equal opportunity employer dedicated to recruiting and retaining a qualified workforce and is committed to hiring practices that are fair and equitable. The company and its hiring managers always seek to hire the most qualified candidate for a position. A protected characteristic under the *Human Rights Code* is never used against a person during the hiring process. Accommodations may be available upon request for candidates taking part in all aspects of the selection process. Requests for accommodation can be made through emailing Human Resources at hr@hydmech.com. Hydmech does not employ the use of AI in its recruitment process.