



Intermediate Product Manager - DSEF

Company Overview:

KWESST develops and delivers next generation military and public safety technology for military and first responder customers. The company is proudly Canadian and provides Dismounted/Mounted Domain Expertise in Command-and-Control software development, integration, and support services.

Job Description:

KWESST is seeking a highly skilled and detail-oriented Software Product Manager to become a part of our team. In this role, you will bridge the gap between technical teams, stakeholders, and our Canadian Armed Forces customer to define product vision, prioritize features, and ensure successful execution. You'll work closely with engineering, design, and CAF teams to deliver high-quality solutions that meet our customer's needs and help drive business growth.

This position will be to support the CAF as part of the Director Land Command Support Program Management (DLCSPM) of the Department of National Defence's (DND's) Software Engineering Facility (DSEF) program in Gatineau, Qc.

This position is for on-site work in Gatineau, QC. The prospective candidate must hold an active Secret security clearance.

Defence systems project experience on military or military command and control software systems is an asset.

Job Responsibilities:

1. Define and communicate the product vision, strategy, and roadmap in alignment with customer goals.
2. Gather and analyze customer feedback, market trends, and data to identify opportunities and prioritize product features.
3. Collaborate with engineering and design teams to translate requirements into actionable development plans.

4. Create and maintain detailed product specifications, user stories, and acceptance criteria.
5. Manage the product lifecycle from ideation through development, launch, and iteration.
6. Monitor product performance post-launch, using metrics to assess success and inform future enhancements.
7. Act as the primary point of contact for stakeholders, ensuring clear communication of priorities, timelines, and trade-offs.
8. Stay informed on industry trends, emerging technologies, and competitor offerings to keep the product competitive.
9. Review, analyze, and provide recommendation on software and applications, components and interface documentation.
10. Manage all the development and maintenance support activities in accordance with SAFe-Agile model practices.

Qualifications:

Experience:

A minimum of 5 years of demonstrated experience in at least 8 of the following criteria:

- a. Demonstrated experience working as a product manager for products in excess of \$1M per year expenditure.
- b. Demonstrated experience preparing and presenting technical and management documents.
- c. Demonstrated experience in stakeholder and communications management in a product context.
- d. Demonstrated experience in product financial management for products in excess of \$1M per year expenditure.

- e. Demonstrated experience in product scope management for products in excess of \$1M per year expenditure.
- f. Demonstrated experience in product schedule management for products in excess of \$1M per year expenditure.
- g. Demonstrated experience in product risk management for products in excess of \$1M per year expenditure.
- h. Demonstrated experience in product management in the field of Firepower, ISR, C4ISR, or Modelling and Simulation
- i. Drafting correspondence and making recommendations on the acceptance or rejection of deliverables.
- j. Preparing Contract Deliverable Requirements Lists (CDRLs) and Data Item Descriptions (DIDs).

Education:

A Bachelor's degree in computer science, Information Technology, or a suitable engineering or technical field (or equivalent practical experience) is a must.

A Post-Graduate degree in Engineering, Science, Mathematics, Software, Computer, systems, or other suitable engineering or technical field required to support Land C4ISR, is an asset.

Skills:

- Product Management
- SAFe-Agile practices
- Security and Compliance
- Collaboration and Communication

How to Apply:

If you have a strong passion for critical software Product Management and are eager to join the

dynamic team at KWESST for this position, which is located at the DND facilities in Gatineau, QC, we invite you to submit your resume. Please make sure to emphasize your pertinent experience and any certifications you hold.

KWESST is an equal opportunity employer and is committed to providing equal employment opportunities to all qualified individuals regardless of race, color, religion, sex, gender identity, sexual orientation, marital status, national origin, age, disability or any other protected status under applicable law. We celebrate diversity and are dedicated to creating a work environment that is inclusive and welcoming to all, including LGBTQ2S+ individuals. Our hiring decisions are based on qualifications, merit, and business needs. In every step of the interview procedure, KWESST is committed to providing accommodations.