

Career Ignition Program Job Description – Engineering

Toyota Canada Inc. (TCI) is the exclusive Canadian distributor of Toyota and Lexus vehicles. Our head office is in Toronto, with regional offices in Vancouver, Calgary, Montreal, and Halifax. Toyota parts and accessories are distributed through TCI's Parts Distribution Centres in Bowmanville and Vancouver. TCI supports over 260 Toyota and Lexus dealers in Canada, with services that include training, sales, marketing, environmental, and customer satisfaction initiatives.

What Sets Us Apart?

A focus on people, passion for Toyota, innovation and making things better has made us an award-winning company, recognized worldwide for our technological leadership and superior standards of quality, community involvement, and environmental responsibility.

Toyota currently has an exciting opportunity for new grads like you to join our organization and develop your skills with Toyota's Career Ignition Program. This program is Toyota Canada Inc.'s rotational development program for ambitious, motivated, and passionate new grads who are looking for meaningful and challenging work. It will give you the opportunity to explore your potential and fuel a unique career path at one of the most trusted brands in the world. Through this program, you will develop the expertise and skills needed to be successful at Toyota Canada Inc. in roles that will continue to grow and advance your career to become future leaders in the industry.

What to be excited about in this role:

The Career Ignition Program offers a one-of-a-kind opportunity to:

- Learn more about Toyota's Canadian operations
- Develop a deep understanding of our business and gain a broad base of experiences
- Get yourself into gear for a successful career at Toyota

The program looks after the first 2-3 years of your career at Toyota Canada. During the program, you will be rotated through key opportunities in your identified stream, as well as cross functional & stretch assignments.

For the Engineering stream, your pathway will be customized to your interests and will include rotations within the following departments:

- **Product Quality & Service Support (PQSS)** ensures the quality, durability, and reliability (QDR) of Toyota and Lexus vehicles meets and/or exceeds Canadian market expectations through early detection & early resolution (ED&ER) of quality improvement (QI) opportunities. In this rotation, you will:
 - Detect and report vehicle product quality issues, including vehicle component technical analysis and communications with Toyota Motor Corporation (TMC) Design and Manufacturing
 - Conduct market analysis to summarize high impact quality issues
 - Contribute to research that influences future product design
 - Get exposure to pre-production quality assurance testing
- **Accessories Development & Marketing** oversees the planning, design, development, quality, sales, and marketing of Toyota and Lexus accessories in Canada, with some of these products sold in other countries too. In this rotation, you will:
 - Design and develop parts by working closely with and being mentored by experienced engineers in your choice of Electrical or Mechanical engineering
 - Launch accessories by performing installation tests and related product life cycle management tasks
 - Engage with suppliers when required to confirm pricing, design, and product quality before launch
 - Take on the roles and responsibilities of a junior design engineer

- **Vehicle Safety & Compliance Liaison Office of Canada (VSCLOC)** maintains compliance with all applicable safety and environmental regulations. In this rotation, you will:
 - Investigate complaints related to vehicle safety systems, including on-site inspections
 - Author technical reports for Toyota's global quality tracking system
 - Conduct factory quality checks on vehicles in the logistics pipeline
 - Research responses for regulator and law enforcement inquiries
 - Interact with Transport Canada and Environment & Climate Change Canada
 - Gain familiarization with Toyota vehicles, technology, tools, and equipment

That's not it! During your time here, you'll have access to leadership training and will be paired with a mentor who will help to coach and guide you through your journey and work with you to ensure your professional growth and objectives are realized.

We are currently working remotely. When we are back in the office, most opportunities will be located at our Toronto Head Office, but some opportunities may lead you to spend time in any of our Zone Offices (Halifax, Montreal, Toronto, Calgary and Vancouver) or at one of our Canadian affiliates (Toyota Financial Services or Toyota Motor Manufacturing Canada).

What you'll Bring:

We are looking for high-energy recent grads who meet the following requirements:

- Completed undergraduate or graduate degree in the past 2 years (Mechanical or Electrical Engineering preferred)
- Agile and innovative thinking
- Strong problem-solving skills
- Collaborative & team player
- Leadership & communication skills
- High tolerance for ambiguity
- Passion for continuous improvement
- Bilingual (French & English) an asset

What You Should Know:

Our success begins and ends with our people. We embrace diverse perspectives and value unique human experiences. We are proud to be an equal opportunity employer that celebrates the diversity of the communities where we live and do business. Applicants for our positions are considered without regard to race, ethnicity, national origin, sex, sexual orientation, gender identity or expression, age, disability, religion, or any other characteristics protected by law.