

Job description: Telecommunication Engineer

Location: Markham, Ontario

Employment Type: Full-Time

About GenCore

At GenCore, we deliver innovative, sustainable, and technically advanced solutions across the utility, energy, and industrial sectors. We're growing our Telecommunications division and are seeking a seasoned professional to help lead the development, design, and delivery of complex telecommunication systems in mining and industrial environments.

Position Summary

We are seeking an Intermediate to Senior Telecom Engineer to take our service offerings to the telecom sector in Ontario. The role will have a strong focus on telecommunication and IT/OT services within the Operational Technology (OT) environment through engineered designs, implementation of networks, cybersecurity, and consulting. This opportunity also comes with significant growth potential within the organization as the team expands.

Key Responsibilities

Technical Expertise and Consulting Leadership

- Provide technical oversight through managing, planning, and organizing work with technical team members in delivering IT/OT project requirements, including scope, schedule, quality, health and safety, risk management, and change management plans.
- Leverage experience to analyze client needs and recommend solutions.
- Integrate telecommunications infrastructure with civil/structural components and site layouts for FTTH, mining and heavy industrial projects.
- Design fibre networks including cable paths, conduit layouts, splice packages, and terminal assignments.
- Prepare underground and aerial permit drawings compliant with municipal and industrial standards.
- Design telecommunication and networking solutions aligned with client needs, including cabling infrastructure, fibre optic, microwave, wireless, LAN/WAN, and firewalling.
- Apply cybersecurity best practices in line with industry norms such as NERC CIP, NIST, and ISA/IEC 62443.
- Review existing network architectures and recommend solutions as needed.
- Clearly document architecture and implemented solutions.
- Prepare detailed design of IP networking infrastructure and servers, including plans and specifications for cabling, enclosures, and other network needs.
- Actively participate in configuring, installing, and implementing IP networks and server infrastructures.

- Collaborate with multidisciplinary teams in preparing conceptual and detailed communication/network design drawings, specifications, and reports, contract documents, and approval applications.

Project and Team Leadership

- Take full ownership of project success ensuring quality, cost, and client satisfaction objectives are met.
- Lead multidisciplinary teams and mentor junior engineers and designers to promote knowledge sharing and professional growth.
- Champion process improvement initiatives and implement best practices across projects.
- Model and promote a culture of safety excellence.

Collaboration and Communication

- Communicate complex technical concepts clearly and effectively with clients, peers, and stakeholders at all levels.
- Collaborate with diverse, cross-functional teams in a multicultural work environment.
- Contribute to building a strong network of clients, partners, and vendors to support the company's long-term growth.

Qualifications and Experience

- Bachelor's or Master's degree in Electrical, Telecommunications, or Civil/Structural Engineering from an accredited university.
- Professional Engineer (P.Eng.) designation in Canada, or eligibility to obtain one.
- Minimum of 5-10 years of relevant experience, with at least 2 in a technical lead role (considered an asset).
- Experience in working on FTTH projects.
- Experience in industrial OT networking in the electrical utility sector (an asset).
- Proven track record in project scoping, design, business development, and delivery.
- Excellent written and verbal communication skills in English.
- Active networking and cybersecurity certifications, such as Cisco, CCNP, CCIE, CCDE, CISSP (considered an asset).
- Active structured cabling certifications, such as BICSI (RCDD), or other recognized industry standards (considered an asset).

Desired Skills and Experience:

- Knowledge of multiple networking aspects, from transport layer (copper/fibre/wireless/cellular) to LANs, WANs, VLANs, server virtualization, servers, cloud systems, routing protocols, firewalls, DMZs, IT/OT convergence, and cybersecurity.
- Experience in multiple telecom technologies, such as optical transport systems (DWDM, MPLS-TP, IP/MPLS, SONET/SDH), wireless transport systems (microwave, satellite), tele-protection, power line carrier (PLC), high voltage entrance (HVE),

radio access systems (WiMAX, LTE, Wi-Fi, LMR), control and automation systems (programmable logic controllers, SCADA, IEC 61850), IT/OT convergence, including firewalls, and telecom power system.

- Supporting proposal development, including estimating and quotation through formal and informal processes.
- Able to manage multiple projects simultaneously.
- Knowledge and understanding of industrial networks, protocols, and practices (considered an asset).
- Knowledge in areas such as SCADA, programmable logic controllers (PLCs), SEL real-time automation controllers (RTACs), industrial network protocols (such as IEC 61850, Ethernet/IP, Modbus, DNP3, MQTT, OPC) (an asset).

We offer comprehensive group benefits, employee and family assistance program, retirement savings plan, annual opportunity to purchase shares, flexible work schedule, work/life balance policy, tailored training, and 3-4 weeks of vacation, based on years of relevant experience.

Why Join GenCore

- Opportunity to lead high-impact telecommunications projects across Canada and internationally.
- Collaborative, inclusive, and growth-oriented work environment.
- Competitive compensation and benefits package.

Apply Now by submitting your resume and cover letter to [insert email or application link].