

ABOUT HELIENE

Heliene is a fast-paced entrepreneurial company growing rapidly in a highly desirable industry, with a mission to be part of the solution to climate challenges and contribute to a better planet.

Heliene has taken the challenge to help the world reduce its reliance on fossil fuels, by striving to be a leader in renewable energy. We are a manufacturer of high efficiency and high-quality solar modules. Our modules are produced on state-of-the-art solar manufacturing lines in Ontario-Canada, Minnesota-USA, and at manufacturing partners around the world.

Customer First is more than a slogan. It's the guiding principle of our business, a core value, and the cornerstone of our company culture.

WHY JOIN HELIENE

We are looking for talented and motivated people that want to help us shape the solar industry. Under an experienced leadership team, we provide growth opportunities, intellectual challenge and a flexible, collaborative company culture.

We offer comprehensive benefits, including competitive salaries; paid time off; health, dental, vision and life insurance; as well as retirement plans.

THE POSITION

Job Title:	Senior Reliability Engineer
Position Status:	Full Time
Department:	Product Engineering and Technology
Supervision Received:	Director, Product Engineering
Supervision Exercised:	N/A
Location:	Mountain Iron, Minnesota and/or Sault Ste. Marie, Ontario or Remote USA/Canada

A.	Design and Development for Reliability	35%
B.	Implementation	35%
C.	Research	20%
D.	Other Duties as Assigned	10%
TOTAL		100%

The Reliability Engineer will have overall responsibility of research, assessment, and selection of materials, and preparation and implementation of company-wide reliability plans. This is a unique

opportunity for a highly skilled, experienced, and motivated individual to join a team that is developing solutions to tackle the climate crisis with strong development and manufacturing presence in North America. This position is based in Canada or USA.

- Responsible for a company-wide reliability program for all solar products.
- Develop or qualify new materials, as necessary
- Develop plans for and subject materials, coupons, and modules to a broad set environmental and weathering conditions. Analyze and present results and devise next course of action
- Design and develop new reliability test techniques methods and procedures. Follow industry standard reliability protocols. Develop custom reliability plans where necessary
- Perform failure analysis and root cause studies and put corrective actions in place
- Work closely with design, product, process, test, and operations teams to ensure system and component reliability goals are met
- Lead Company's programs to achieve extended reliability status and reliability scorecard targets
- Set up and manage in-house and external test labs
- Research structures and properties of materials and material interactions to ensure reliable operation of the solar modules for the warranty duration
- Participate in and lead new product development activities when required
- Perform other duties as assigned by the Director of Product Engineering or delegate.

Minimum Qualifications:

The Ideal candidate will have a PhD or M.S In Electrical Engineering, Mechanical Engineering, Chemical Engineering, Materials Science, Physics or a related field. They will also have at least five years of experience in PV reliability engineering working for a solar panel manufacturer or an equivalent combination of education and experience.

- Hands-on experience of solar panel manufacturing, accelerated testing, and failure analysis
- Hands-on experience of setting up and operating reliability test equipment, performance test equipment, and metrology equipment
- Direct experience of testing solar components at material, module, and system level for reliability and performance
- Direct experience of certification, compliance, and extended reliability testing of solar panels
- Highly skilled in one or more programming languages, lab tools, data analytics, and analysis
- Must have a valid passport and ability to travel internationally
- Must complete record check and drug screening prior to employment

Qualified applicants should submit a cover letter and resume to careers@heliene.com.

All applicants must be legally eligible to work in the United States of America / Canada.

Positions are open to all qualified applicants. Heliene is strongly committed to fostering diversity and inclusivity within our organization and is an equal-opportunity employer. Heliene invites and encourages applications from all qualified candidates from equity-deserving groups and all qualified applicants will receive consideration without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age or veteran status.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by Heliene throughout the recruitment, selection, and/or assessment process for applicants with disabilities.

Preference will be given to applicants who are legally qualified to work in either Canada or the US, including Canadian or American Citizens, Permanent residents, or those qualified to work in Canada or the US.