



Please review **IMPORTANT NOTES** and **VIDEO INTRODUCTION QUESTIONS** below where you will also find a registration link.

**About us:**

Thales Transportation people architect solutions that support 85 million mainline and suburban passenger journeys, worldwide, every day. Our Rail Signalling and Communication systems are used on metro lines across major cities, and 72,000 kms of route, 52,000 trains per day in 16 countries are controlled by our Traffic Management Systems. Together We deployed the first-ever nationwide ticketing system which processes over 50 million ticketing transactions in 100 cities daily.

Thales provides world-leading Communications-Based Train Control (CBTC) and interlocking for mass rail transit applications globally. The Centre of Competence for Urban Rail Signalling is located right before you at mid-town Toronto. As the largest office in Canada, we house a department for every step of the Software Development Lifecycle (SDLC)! This includes Software, Hardware, Systems Design, Verification & Validation, Operations, etc. The supporting corporate shared services teams in Finance, Human Resources and IT is also located at the office. Our office space was designed to provide a sustainable, healthy workplace that expresses TRSS's brand while increasing collaboration. Features include Greenguard furniture, EnergyStar appliances, low-emitting adhesives, sealants, and sliding glass doors on internal offices provide daylight and views to the outside. Come join the big Transport family, here in Toronto!

Our Toronto office is located at 105 Moatfield Drive in Toronto. This location is easily accessible by TTC with private shuttles from designated TTC locations. Free parking is available to those that are driving to work. Thales offers a hybrid work environment. Most of

our employees are continuing to work remotely with occasional work in the office as required.

### **Explore Opportunities:**

Our company recruits Electrical Engineers, Rail Engineers, and Embedded Software Engineers

We invite you to explore our job postings online and reference the job title you are interested in as you record your introduction video. Please share with us your background as it relates to the key requirements and preferred qualifications (if any) of the position.

Note: these are the TCTS positions (Toronto location), please don't use our main careers page

<https://thales.wd3.myworkdayjobs.com/en-US/Careers/jobs?locations=47200b8529d91021abd666dc018c5f6d>

### **Why join us?**

Our goal: Deliver a global world-class offer for a unique employee experience, whilst boosting individual and collective performance to meet the Group's strategic ambitions.

### **Your career with Thales**

Our business success also depends on how much scope our employees have to broaden their experience by moving around between jobs and locations. We offer a broad range of training opportunities to enhance opportunities for job mobility throughout our many businesses and locations. We have 5000 annual transfers (between jobs and work locations) that provide our employees with continued career growth.

Underpinning our professional development policy is a full array of training programmes provided by Thales's in-house university. Clearly defined processes are in place to ensure that each Thales manager meets regularly with individual employees to review their career aspirations and professional development prospects.

We believe that teamwork is a key factor in our growth, so we encourage collaboration in everything we do and constantly look for new ways for employees to interact.

To foster innovation and individual achievement, we expect our employees to be as creative and flexible as possible in the way they organise their work. Every year, Thales awards a prize for the most enterprising new project proposed by an employee.

#### Thales Learning Hub and Talent & Culture teams

At Thales we are committed to giving all employees opportunities to be their best. Established over 30 years ago, Thales Learning Hub – formerly Thales University – is Thales’s in-house learning center of excellence supporting the Group’s employees worldwide at all key stages of their career. From initial induction to advanced professional development, enabling mobility and promotion throughout the organization.

The learning & development offer – designed by Talent & Culture teams and delivered in 11 Thales Learning Hub locations around the world – focuses on Thales’s strategic and business challenges. It is reviewed and updated each year in close relationship with sponsors and operational managers to stay aligned with the changes taking place within the Group and its markets.

The offer is organized around four key areas, all embracing today’s digital transformation stakes in coordination with Thales Digital Academy:

- Leadership & Change management – new culture and capabilities, inclusive mindset, executive programmes, coaching, mentoring, etc.
- Business Performance – Marketing & Sales, Bid & Project Management, Communications...
- Operational Excellence – Software, Systems, and Hardware Engineering, innovation, Thales’s 4 digital technologies big data, AI, Cybersecurity, IoT

- Support Functions' Transformation – Procurement, Quality & Customer Satisfaction, Legal, Finance and Human Resources.

The learning journey combines a wide array of learning methods including both Thales tailor-made programmes, facilitated by Thales senior managers or experts, as well as best in-class market solutions. Special focus is given today to developing and delivering an innovative and disruptive digital learning approach, thanks to a dedicated Learning Lab. From blended to 100% digital and immersive learning, involving videos, virtual classes, serious games, experimentation, design thinking driven customized workshops, co-development, etc. Collaborative programmes across job families foster teamwork and meet the operational needs, just-in-time and on-the-job.

Throughout their career path in the Group, employees can benefit from the support of learning advisors to discuss opportunities to move to new roles, change job families and develop their skills to become managers or technical experts.

Thales Learning Hub premises are based in France, the UK, Germany, the Netherlands, Italy, USA and Canada, UAE, Australia, and Singapore.

**IMPORTANT NOTES:**

Once you have registered you will receive an email from OSPE with links to the employer portals to record your introduction video(s).

Once you arrive at an employer portal you will enter your name, you will click on upload document and upload your resume. You will then be permitted to access the video recording area to start recording your introduction video for that employer.

You will be presented with 3 questions, and you will have 1 minute to answer the question by video.

We recommend you read the [FAQ](#) document BEFORE going to the employer video online portal.

### **VIDEO INTRODUCTION QUESTIONS:**

Tell me about yourself and which engineering speciality or job title you fit best in and give a specific example of how your education (if new grad) or work has prepared you for this role?

Up to 1-minute answer by video

Tell me about a specific skill (hard or soft) or a competency you have learnt or developed recently and how this skill or competency can be applied to your engineering work?

Up to 1-minute answer by video

Tell me about a specific time when those with whom you were working could not agree upon the course of action. How did you approach the situation?

Up to 1-minute answer by video

### **REGISTRATION:**

[Click here](#) to register and get access to the online video recording portal.