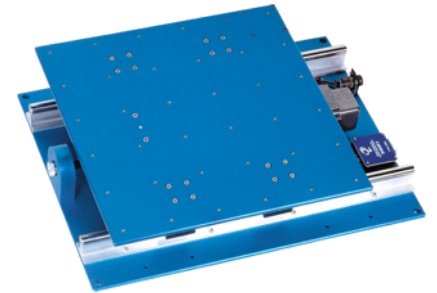


Quanser profile

Motion platforms (lab systems) for research and teaching in control systems, mechatronics, robotics

- HQ Toronto, Canada, 1989
- 60+ employees, private
- 70% have technical background (Tech → PhD), ECE, ME, Aero
- 80% HW, 10% SW, 10% Service
- Target market: Universities
- Research-intensive
- Hire rate 4+ HQP per year



Recruitment of talent

- Core product design manufacture
 - Very easy recruitment due to size of company and business specialization
 - Our customers (profs) are our primary source of recruits (their grad students)
 - Canadian government incentives
- Business development talent
 - Little more challenging but not impossible
 - ID sparkling personalities in a pool of prospects (Sales is not slimy)
- Very difficult of late
 - Full stack software developers (mobile platforms)
 - Software developers for very traditional programming
 - Pedagogy engineers with control HW specialization
- Outsource?

Prescriptive comments

- Exciting, niche, technology helps (the Magic!)
 - Robotics, autonomous, virtual reality, biomedical, wearables, ...
 - Dynamic culture + executive guidance for all recruitment
 - Traditional HR processes are often inefficient at niche recruitment.
- K12 recruitment
 - What I have advised my kids (1-1 record 😊)
 - Engineering as a broad, gateway degree → tech, business, medicine, international, law, arts, entertainment, teaching, politics ...
 - Best option if you're not sure and you have the mental mojo
 - Female recruitment: engineering as a service profession