

Industrialization Engineer

Permanent contract based in Toulouse

Syntony GNSS is a human-sized company with an international dimension, based in Toulouse and labeled **FrenchTech**, specializing in **satellite navigation systems (GNSS)**. **Since our recent integration into the Safran Group, we have entered a new phase of growth that combines the agility and innovative spirit of an SME with the solidity and global reach of a major industrial leader.** Together, we are helping to shape the future of resilient PNT technologies.

Our ambition: To provide our customers with relevant, innovative, reliable and robust solutions.

World leaders in radio navigation and embedded systems, we are present in fast-growing markets, such as aeronautics, space, road and rail transport, mining and IoT (Internet of Things). We have developed a range of products (simulators, receivers, indoor/outdoor location systems) that meet the growing needs of these industries.

Airbus, Airbus Constellation, Hitachi Rail, Thales Alenia Space, Honeywell, Rockwell, MDA, or the Stockholm, New York and Toronto metros... So many partners who trust us and push us to always go further.

With passion, we constantly evolve our solutions to anticipate their needs and perfect our know-how.

At Syntony, we offer a pleasant and stimulating work environment, where the quality of life at work and the availability of our employees promote fulfillment and collaboration. Intellectual stimulation is omnipresent through innovative and varied projects.

We work on a variety of subjects, ranging from aeronautics to space, transport, mining and the environment.

Thus, Syntony vibrates around three fundamental values:

Benevolence:

Together, we cultivate listening, respect and empathy in our interactions, while also valuing the multiculturalism that enriches our exchanges.

We contribute to a positive environment where everyone feels valued and supported. We enrich each other by building strong relationships, both internally and externally.

Excellence:

Together, we strive for excellence in everything we do. Through our commitment, our high standards and our sense of responsibility, we guarantee quality, efficiency and performance. It is through our collective rigor that we meet challenges and provide sustainable solutions.

Adaptability:

Together, we are flexible in the face of the changes around us.

By combining creativity, collaboration and resilience, we find innovative solutions and move forward efficiently. Our agility allows us to evolve in line with our environment.

Join us and grow in a caring environment where your ideas take flight and your contributions strengthen the company's synergy.

The Context

As part of our recent integration into the **Safran Group**, our business is taking on a new dimension. Indeed, this integration allows us to significantly expand and enrich our product range, to accelerate our production ramp-up while benefiting from new synergies and development prospects.

It is in this context of growth that we are looking for **an Industrialization Engineer**.

What you'll accomplish with Syntony GNSS

As part of a dynamic team, you play an essential interface role between engineering and production. You will contribute to projects with high technical value with a clear objective: to guarantee the industrial feasibility of products, ensuring their robustness and economic performance from the design phases.

The missions that will be entrusted to you

In this context, your main activities are as follows:

Manage industrialization activities for the introduction of new products (NPI), from rapid prototyping to production ramp-up, as well as production transfers (internal and external).

Define industrial processes adapted to the maturity of the expected product (prototype → pre-series → mass production).

Ensure alignment between design and manufacturing (DFX), with upstream involvement with R&D teams.

Implement lean and agile industrialization approaches: rapid iterations and short validation loops, with a gradual increase in industrial maturity.

Manage industrial and process qualification with a pragmatic approach: risk-based qualification strategy focused on critical functions and failure modes.

Manage industrial deliverables with the appropriate level of documentation (work instructions, manufacturing flow, testing procedures, ensuring traceability).

Collaborate closely with R&D (in a co-development logic), Quality (risk-based approach), Purchasing and suppliers (co-engineering, rapid returns), and the supply chain to ensure the production ramp-up.

Support the industrialization of suppliers and their ability to scale.

Identify and reduce industrial risks upstream to enable fast and secure decision-making.

Guarantee preparation for the ramp-up of production: robustness, repeatability, cost and lead time control.

Manage the deployment of capex for industrialization and transfer projects.

The key skills we are looking for

You are proficient in one or more design tools such as CATIA, SOLIDWORKS, INVENTOR or 3DEXPERIENCE, allowing you to intervene effectively in the definition and optimization of products.

You are comfortable with data analysis and processing tools such as MATLAB, MINITAB, LABVIEW or POWER BI, to exploit technical data and improve product/process performance.

Programming skills (Python, C++) as well as experience in prototyping (Arduino, Multisim) are an asset to support the development and validation of technical solutions.

You are familiar with industrialization and continuous improvement methodologies (TDC-FMEA, DMAIC, QRQC, Lean Six Sigma, 5S) and know how to implement them in a production environment.

You are familiar with agile methods and project management tools, allowing you to effectively manage your activities in a cross-functional environment.

You have a good understanding of ERP systems and PLM tools.

About you

With a general engineering degree or equivalent, you have a minimum of **3 years' experience in industrialization or methods**, ideally acquired in a demanding industrial environment.

You are comfortable with Lean Manufacturing and Design to Cost approaches, and know how to reconcile technical requirements, production constraints and economic issues.

With good interpersonal skills and strong leadership, you can interact effectively with a variety of interlocutors, including suppliers. You represent the company with credibility and manage both operational exchanges and more strategic issues.

Autonomous and proactive, you evolve with ease in cross-functional environments. You work closely with the Purchasing teams on industrial decisions related to suppliers (sourcing strategy, selection, post-negotiation follow-up), while coordinating with the Supply Chain for operational implementation.

Your level of English allows you to evolve in an **international professional context**.

This position involves **regular travel** to suppliers and to various sites of the group (Île-de-France, Nantes, Guidel, and potentially internationally), representing about 25% to 50% of your time depending on the project.

Do you like to transform an idea into an industrialized, reliable and high-performance product? Do you want to work in a demanding technical environment, where your decisions have a direct impact on the final product? This opportunity is for you.

✦ What we offer:

- Benefit from the solidity and prospects of a large group like **Safran**, while evolving in a human-sized environment where your impact is real and visible.
- Joining a company where innovation, high standards and benevolence guide our projects and decisions.
- Grow in a learning and stimulating environment, alongside passionate teams, on various projects with an international dimension.

Ready to get on board with us? 🚀 ✦ Send us your CV and a short letter or a few lines about your motivation under the reference ENG-667-EN to jobs@syntony.fr or apply directly from [the career page of our website](#).