

Embedded Systems Engineer

149 Twin Springs Road, Hendersonville, NC, 28792

In-House Position (*no remote work*)

Are you ready to innovate? Do you tinker in your personal time? Do you know who Linus Torvalds is? Do you think arrays should start at index 0? If you said no, need not apply. Just kidding, but we'll probably ask you to justify it. HiViz Lighting, INC is the market leader in lighting technologies in the public safety space. We're not bound by corporate red tape- we push technology boundaries, solve real-world problems and are always looking for the next competitive advantage. Our mission is to "help first responders work more safely and effectively after dark, so that they can save lives" and our team is full of self-motivated doers who love our mission, love our technology and are always striving for excellence. We're looking to add a bright embedded engineer to our team and if you think that's you, read on!

Responsibilities:

- Help drive design and feature set of embedded microcontroller devices and associated toolsets, including:
 - C / C++ (firmware)
 - C# (toolsets)
 - Python + GTK / Qt (toolsets)
 - ST Micro + Microchip MCU dev environments
- Development and maintenance of real-time communication over:
 - RS-485
 - CAN (J1939)
 - LIN
 - NeoPixel
 - Bluetooth (4.1+)
- PCB design, redlining, and bring up
- Drive test and validation processes for releases of new products, including:
 - Automated regression / board / IO testing for embedded teams
 - End of line testing for manufacturing / quality teams
- Debug failures from the field and present findings and proposed solutions
 - Attack problems from both electrical + firmware minded approach
- Interact with customers for tech specific questions, issues, and installations
- Eat lots of good food with us and always have a smile on your face!

Qualifications:

- Degree in Electrical Engineering, Computer Engineering, or similar engineering study
- Highly competent in C (C99+) required, with at least familiarity in C++
- Highly competent in Python (3.6+) preferred
- Familiarity with ST Micro and Microchip MCU dev environments preferred
- Familiarity with Jenkins or similar automation system preferred
- Experience with LED lighting and 12 V systems a plus
- Ability to travel as needed, although <10% travel expected

Other *important* information:

These are our **core values**.

- A defect free product is our policy
- We will be energetic, enthusiastic and tenacious in our work. But we will always do it with integrity.
- We will provide above and beyond customer service. We will communicate proactively and do what we say we are going to do.
- We will always remember that every customer is the most important customer
- We will enjoy our work, our team and our customers. Passion is key.
- We will lead from the trenches; nobody is too good for any job or task.
- We will admit when we are wrong or when something needs improving. We are not afraid to say “I don’t know” and we will help each other overcome obstacles/find answers.
- We support all branches of the First Responder community.

Also, we **LOVE customer service**. Like, really, *really* love it. We’re constantly striving for a gold star from the Customer Service World Organization. (P.S *There’s no such thing but if there was, we’d definitely be aiming for at least the top 4 next to Southwest Airlines, Chick-Fil-A and The Ritz Carlton*).

We have a fairly in-depth **interview process** because we really want to make sure you like us (and visa-versa). We like long term relationships. These are the steps that you can expect:

- Brief initial phone interview
- 2nd interview (in person or via phone)
- Follow-Up interviews with HiViz Leadership team (via phone or in person)



- Complete DISC and Working Genius Personality Quiz
- Social interview with spouse or partner (if applicable)
- Reference, Credit & Background check
- Offer and review position and compensation

Other benefits:

- 401K Plan (immediate, with company match after 12 months of employment)
- Health Insurance with company contribution immediately
- Vacation, PTO and floating holidays
- Branded team clothing
- Lunch covered by company once per week