

Engineering & Technology Fair 2022

Employer Guide

October 19, 2022, 10:30 – 3:00 pm | Mitchell Hall, 69 Union Street

Skills Development Zone Booths:

- Student Prep Area
- Drop-in Career Coaching
- Resume Clinic
- Queen’s Undergraduate Internship Program (QUIP)
- LinkedIn Photo Booth
- Queen’s Best Interview Magazines – *get your copy here!*
- Work-Study and SWEP Programs

NETWORKING SESSIONS ON OCTOBER 19 - 20

Oct 19

- The Mitchell Partnership Inc.
6:00 - 9:00 PM
Grad Club
- National Bank Financial Markets
3:30 - 4:30 PM
Gordon Hall 302
- Qualcomm
3:30 – 5:00 PM
Gordon Hall 324
- Arup
1:00 – 3:00 PM
Virtual
- Distributive
5:30 – 7:00 PM
Beamish Munro (ILC) 313

Oct 20

- Vale Canada Ltd.
5:30 – 6:30 PM
Virtual
- WSP Canada Inc.
5:30 – 6:30 PM
Gordon Hall 324

Special thanks to our Sponsors:



Sign up for these sessions on MyCareer!

Employers – this list will be updated weekly leading up to the event as new exhibitors register and submit their profiles.

| Company | Industry | Type of Positions | Currently Hiring | Ideal Candidate | Inclusivity |
|---------------------|-----------------------------|---|--|--|---|
| Acciona | Infrastructure/Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship/ Co-Op | <ul style="list-style-type: none"> • Estimator Coop • Civil Engineering Coop • Business Development Coop | The ideal student will be someone who has done a previous related co-op as well as majoring in Civil Engineering or equivalent. The student should also have strong communication skills both written and verbal, good time management and planning skills, ability to adapt to changing situations, and able to work effectively independently and on a team. | <p>Contribution to creating more inclusive environments – ACCIONA develops sustainable and regenerative infrastructures that foster inclusive environments in the communities in which it operates, without any physical or attitudinal barriers, that promote access to people’s rights and that help facilitate their participation in equal conditions.</p> <p>Spread of principles of diversity, equity and inclusion – ACCIONA undertakes to promote the values and principles contained in this policy among its stakeholders, and promote the participation and involvement of its employees in the principles of this policy, putting them into practice with behaviors that value the unique contribution of each person.</p> <p>https://www.acciona.com/our-purpose/work-with-us/diversity-equality-inclusion/?_adin=02021864894</p> |
| Agnico Eagle | Mining industry | <ul style="list-style-type: none"> • Full-time positions for graduating class • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Mining Engineers • Electrical Engineers • Mechanical Engineers • Chemical Engineers | <p>We seek:</p> <ul style="list-style-type: none"> • A passion for excellence and a drive to achieve • A commitment to treat every person with respect • Team players engaged and committed to operating safely, protecting the environment and making a positive contribution to our operating communities • A willingness to build your skills and reach your potential • Professional expertise, with a willingness to make a meaningful contribution to our company • Commitment to high performance that produces results | <p>At Agnico Eagle, we are committed to valuing workplace diversity and inclusion across all aspects of our business. This commitment aligns with our core values of Family, Trust, Respect, Responsibility and Equality.</p> <p>Agnico Eagle is an equal opportunity employer. We employ based on role requirements and select people to roles based on their qualifications, skills and experience. We do not discriminate on grounds of personal differences.</p> |

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| ARCO/Murray | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship/ Co-Op | <ul style="list-style-type: none"> • Project Manager Interns • Project Manager New Grad Full-Time • Project Engineer • Superintendent Interns • Superintendent New Grad Full-Time | We are looking for candidates that are prepared for responsibility day one. This candidate needs to be driven and detail oriented to succeed. | DEI efforts are a main focus for our company recently. We are currently hosting an inclusion week and we have implemented new programs this year for women and other underrepresented groups of people. |
| Avatara Software Inc | Software development | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Junior Full-Stack Developer | Avatara Software is looking for a junior full-stack developer who is talented, motivated, and excited about growing with an expanding company. | |
| Bantrel | | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Civil Engineer • Electrical Engineer • Mechanical Engineer • Project Coordinator • Co-op/ Intern Students | <ul style="list-style-type: none"> • Willingness to learn • Motivation / Drive to succeed • Ability to multitask | All Bantrel Employees are required to be a champion of diversity & inclusion. |
| BBA Consultants | Engineering consulting | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship / Co-Op | <ul style="list-style-type: none"> • Junior Engineer - Transmission and Distribution Lines • Junior Electrical Engineer | | |
| Canada Royal Milk | Manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship / Co-Op | <ul style="list-style-type: none"> • Mechanical Reliability Engineer; • Mechanical Engineer Intern, • Electrical Engineer Intern | <ul style="list-style-type: none"> • Willingness to learn • Hands-on • High attention to detail • Curious • Eager | |

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| Canadian Natural | Oil and Gas | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Summer • Internship/ Co-Op | <p>Some of the disciplines we recruit for includes, but are not limited to:</p> <ul style="list-style-type: none"> • Accounting & Finance and other business related programs • Engineering • Environment • Geology & Geophysics • Information Systems • Corporate Services • Operations • Supply Management <p>To apply, please visit our student opportunities page (https://www.cnrl.com/careers/student-opportunities) for a complete list of current opportunities. We are hiring for 2023 January, May and September positions.</p> | <p>Canadian Natural is looking for talented and self-motivated individuals with a strong work ethic to join our team and contribute to our exciting and growing projects and operations. We strive to provide opportunities based on your abilities, helping you to contribute in a meaningful way and apply your academic experience to challenging and rewarding projects.</p> | <p>Canadian Natural is an equal opportunity employer and 'to develop people' is at the heart of our mission statement. Our staff recruitment and development decisions are determined by skill set and experience, and are governed by the principles of equality, equity, and reasonable accommodation. Find more information on our diversity and inclusion approach in our 2020 sustainability report and our Diversity Policy Statement.</p> <p>Employees can expect to perform their roles in a work environment free from discrimination or harassment. All complaints are investigated and, if substantiated, resolved with appropriate corrective action.</p> <p>https://www.cnrl.com/about-cnq/code-of-conduct-&-human-rights</p> |
| Celestica | Electronics Manufacturing | <ul style="list-style-type: none"> • Internship / Co-Op | <p>We are hiring for our student internship program, looking for 12-16 month co-op students with a May 2023 start date.</p> | <p>The ideal candidate for any intern position needs to be a self-starter and eager to learn new skills.</p> | <p>Celestica encourages all employees to participate in our employee resource groups. We have a Black Employee Network, Pride Network, Women's Network, and an Indigenous Affinity Group. ERGs for employees with disabilities and a youth network is also underway.</p> <p>https://www.celestica.com/about-us/diversity-and-inclusion</p> |

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| Choose Cornwall - City of Cornwall | Engineering, logistics, manufacturing, health, education, government, technology development and ITT management, communications and design, business and finance, social services, tourism, and hospitality | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Mechanical Engineer, • Civic Engineer, • Electrical Engineer, • Architectural Technician. • Jr. Electrical Engineer | Professional, hardworking, resourceful, strong communication skills, and team player. Registered with PEO, working knowledge of CADD, proven ability to complete projects, and strong understanding of design process for industrial and commercial development. | <p>The City of Cornwall is an equal opportunity employer and strives to create more inclusive spaces for all, and offers special considerations for marginalized peoples. The City also has a Zero Tolerance for Harassment Policy. The Choose Cornwall brand represents all employers in the community, most of whom have their own equitable hiring practices and harassment policies.</p> <p>https://www.cornwall.ca/en/city-hall/accessibility.aspx ; https://cornwallca.sharepoint.com/:b:/r/sites/CorporatePolicies/Shared%20Documents/Policies/Employment%20Equity.pdf?csf=1&web=1&e=C0ApEC</p> |
| Ciena | Networking – Technology | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Software Engineers • Hardware Engineers • ASIC Design/Verification Engineers • Optical Engineers • 2023 Engineering Co-Op & Interns | | Ciena creates an inclusive workplace by consciously modeling and enabling the behaviours that create and maintain a safe space where people can bring their whole selves to work |
| Citi | | | | | |

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| City of Kingston | Municipal Government | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Digital Content Analyst • FMS Business Analyst, Accounting • Intermediate Planner (Development Approvals) • Planner (Heritage) | | <p>We acknowledge that the City of Kingston is situated on traditional Anishinabek (Ah-nish-in-ah-bay), Haudenosaunee (Ho-den-o-show-nee) and Huron-Wendat (huron-wen-dat) territory and is the home of many Indigenous peoples. We are grateful to reside and work on this land.</p> <p>Kingston is a smart, livable city in the heart of eastern Ontario. Its stable and diversified economy includes global corporations, innovative start-ups and all levels of government. Kingstonians enjoy a high quality of life with access to world-class education and research institutions, advanced healthcare facilities, affordable living and vibrant entertainment and tourism activities.</p> <p>We take our core values of Trust, Respect, Integrity and Pride seriously and apply these standards to everything we do. We foster a working environment that reflects our community's diversity and respects people's dignity, ideas and beliefs. The City of Kingston views diversity as its strength and encourages people from all backgrounds, including but not limited to women, racialized groups, Indigenous peoples, Persons with Disabilities and persons who identify as members LGBTQ+ communities, to apply.</p> |
| Communications Security Establishment | Cyber Security | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Internship/ Co-Op | <ul style="list-style-type: none"> • Administrative Professional, • Business Analyst, • Cryptanalyst, • Software Developer, • Systems Administrator | Depends on the role. | <p>CSE is an Equal Opportunity Employer. We are committed to a diverse and representative workforce, an open and inclusive work environment and we encourage candidates to self-declare as members of the following designated employment equity groups: women, Indigenous peoples, persons with disabilities (including learning disabilities, developmental disabilities and all other types of disabilities), and members of visible minority groups.</p> |

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| ComputerTalk Technology Inc. | Software | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Software Engineer, • Application Developer, • Quality Assurance, • Technical Support Analyst, • People Function | Characteristics essential to the successful candidate in this role include: exceptional attitude, wide range of life experiences and interests, university degree from a top institution, exceptional intellect, organizational skills that can handle simultaneous projects, and unsurpassed dedication. | ComputerTalk is an equal opportunity employer. Accommodations are available upon request. |
| Deloitte | Consulting | <ul style="list-style-type: none"> • New graduate program (rotation program, etc.) • After graduation • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Engineering, • Financial Advisory, • Accounting | Leadership skills, interpersonal skills and your ability to work well on a team are a few other key traits we look for in candidates. | <p>Our approach is anchored in the vision that 'Deloitte is for everyone', with equal emphasis on our aspirational imperatives:</p> <p>Strength in our Diversity Equity in our Experience Culture Driven by Inclusion</p> <p>Our approach is anchored in the vision that 'Deloitte is for everyone', with equal emphasis on our aspirational imperatives:</p> <p>Strength in our Diversity Equity in our Experience Culture Driven by Inclusion</p> |
| Dunin-Deshpande Queen's Innovation Centre | Start-up incubator | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Queen's Innovation Centre Summer Initiative interns | <p>We are looking for individuals with a capacity for creativity, a tolerance for risk and an interest in entrepreneurship, or social innovation. We are looking for innovators, dreamers and changemakers from any background with an interest in entrepreneurship, innovation or social impact. You must be:</p> <ul style="list-style-type: none"> - Available and ready to attend QICSI full-time in person in Kingston from the beginning of May to the end of August 2023 - A person who is broadly curious, coachable, and willing to wear multiple hats - A person with the ability to effectively contribute to a multidisciplinary team | DDQIC is an inclusive workplace that supports diversity in teams at all levels. In the past we have had teams in our QICSI program from different backgrounds including those with disabilities, new Canadians, and those from BIPOC and LGBTQ+ communities. Many of our venture work to make an impact in equity-seeking communities. We've supported companies that have created assistive devices, work to improve food security, and work within Indigenous communities. |

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| Edison Engineers Inc. | Civil Engineering, Building Science | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship/ Co-Op | <ul style="list-style-type: none"> • Restoration Project Associate • Capital Planning Project Associate | <p>Our team members have the following qualities:</p> <p>Proven to have delivered, excelled and competed in their lives</p> <p>Are not afraid to try new things and learn from their mistakes</p> <p>Think at a high level</p> <p>Enthusiastic and passionate</p> <p>Inspires others</p> <p>Loves pressure and craves action</p> | |
| Empire Life | Insurance and Finance | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Software Developer, • Data Analyst, • Business Quality Analyst, • Process Improvement Leader, • QA Automation Tester | | <p>We are engaging employees to increase awareness about diversity and inclusion initiatives and provide training on inclusive language, unconscious bias and microaggressions in the workplace. We have signed a Workplace Inclusion Charter where we commit to developing and implementing an action plan to help us improve inclusion. We have introduced an employee mentoring program to support inclusion efforts for new hires.</p> <p>https://www.empire.ca/diversity-inclusion</p> |
| Engineered Air | Manufacturing | | <p>Engineered Air is North America's leading manufacturer of made to order heating, ventilating, air conditioning, refrigeration and energy recovery equipment. Proven stability with over 50 years of steady growth through acquisitions and market expansion. Opportunities for internal growth and promotions. Customized in-house training program to suit experience and knowledge. Longstanding member of Best Managed Companies Program. Come chat with us at the Career Fair to find out more!</p> | | |
| Evertz Microsystems Ltd. | Engineering and manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Internship/ Co-Op | <ul style="list-style-type: none"> • Software Developers • FPGA Engineers • HW Engineers | <p>Evertz provides students with real technical experience. We look for students with a desire to contribute in a meaningful way to a team project and self-motivated to find root causes when debugging.</p> | <p>We have an inclusive recruitment process. I.e. interviews are technically based, diversity training etc.</p> |

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| EXP | Civil Engineer | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation | <ul style="list-style-type: none"> • Civil Engineer • Electrical Engineer • Mechanical Engineer • Field Technician • Structural Engineer | Experience and interest in working in Transportation, Buildings, and Structural designing. Has experience/knowledge on software such as AutoCAD, Civil3D. | |
| Fluor Canada Ltd. | Engineering and design, procurement, construction, maintenance and fabrication | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation | <ul style="list-style-type: none"> • Process Engineering - New Graduate; • Civil Structural Engineering - New Graduate; • Control Systems Engineering - New Graduate; • Electrical Engineering - New Graduate; • Mechanical Engineering - New Graduate | Successful candidates will be working closely with other employees (teamwork) and efficient written as well as oral communication skills are essential to the job. | <p>As a global company with more than 40,000 employees across six continents, Fluor is diverse by nature and is committed to DE&I in keeping with the company's core values of Safety, Integrity, Teamwork, and Excellence. We promote an inclusive culture, empowering people from all backgrounds. We seek diverse perspectives and encourage our teams to communicate through listening and learning. We provide ongoing support for all employees and stakeholders through our Office of DE&I and we continually develop materials, resources, training programs, and listen-and-learn forums to foster an environment that embraces DE&I across our global operations.</p> <p>https://www.fluor.com/sustainability/diversity-inclusion</p> |
| GEI Consultants Ltd. | Engineering | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Internship / Co-Op | <ul style="list-style-type: none"> • Water Resources Engineer • CAD Designer • Land Development Project Manager • Land Development Project Coordinator • Environmental Project Manager • Civil Engineering Co-op | To augment our exciting and continued growth, we are looking for the next up and coming stars in the civil and structural engineering field. Exhibit a strong work ethic, high degree of motivation and a commitment to technical excellence. Experience with writing technical reports, standard analysis programs, AutoCAD, and Microsoft office programs. | GEI Consultants (GEI) recognizes that our people are our most valuable asset and is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent of our employees is a key part of our culture, reputation and success. GEI believes that a diverse work force enables the company to understand, relate, and effectively meet the needs of our diverse and changing clients. |

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| GEO Semiconductor Inc. | Camera video processor software and hardware development | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship / Co-Op | <ul style="list-style-type: none"> • Embedded Systems Software Engineering (Full time / Intern) • Software Quality and DevOp Engineering (Intern) • ISP Algorithm Software Engineering (Full time) • Computer Vision and Algorithm Software Engineering (Full time) • ASIC Design Engineering (Full time) | The ideal candidate should have a good understanding of embedded RTOS and C programming skill with working experience in IOT device would be beneficial. Bachelor or Master degree in Computer/Electrical/Mechatronics Engineering or Computer Science/Applied Mathematics is preferred. | |
| Gerdau | Manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship / Co-Op | <ul style="list-style-type: none"> • Entry Level Electrical Engineers • Entry Level Mechanical Engineer • Metallurgy • Accounting • Mechanical Engineering Interns | Gerdau's ideal candidate is open, values teamwork, believes safety is above all, has a high learning agility and willingness to adapt and develop continuously. | Gerdau believes in equal employment opportunity related to all employees and applicants for employment. It is the policy of Gerdau that there will be no discrimination against any employee or applicant for employment on the basis of race, religion, color, national origin, citizenship, marital status, sex, age, sexual orientation, genetic information, gender identity, veteran status, disability, or other legally protected status. All external applicants must be legally eligible to immediately work in the country of hire without current or future sponsorship. |
| GPA: Gorski, Plener & Associates | Manufacturer Representative Firm | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Sales Engineer • Project Manager (Engineer) | Good understanding of both technical and interest in business. Entrepreneurial skills an asset as well as project management. | Simply hire best people. Bring diverse backgrounds and ideas into the workplace so we learn and grow together. |

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| Graham Construction | Graham provides general contracting, design-build, integrated project delivery, construction management, public-private partnerships and development services in the buildings, industrial, infrastructure and project finance sectors. | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • Internship / Co-Op | <ul style="list-style-type: none"> • New Grad Project Coordinators, Estimators • Co-op Students | The ideal student candidate is working towards a Civil, Mechanical, or Structural Engineering degree and has excellent communication, problem solving, organizational and interpersonal skills. Previous construction experience is an asset. | <p>At Graham, we have created an inclusive workplace through a number of initiatives such as our interactive Dates of Significance Calendar which includes historical, cultural, and religious events of diverse groups; we offered a webinar on Gender and Sexual Diversity to our employees and a recording of the webinar is available for all employees to access at any time; we are participating in Construction Inclusion Week during the week of October 17th; we have created a Yammer community where employees can share experiences, information, and events; and, we hosted our first Annual Women in Construction Workshop in 2022.</p> <p>https://www.grahambuilds.com/about-graham/dei/</p> |
| Guidehouse | Consulting Firm | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Internship/ Co-Op | | | <p>Guidehouse is an Equal Employment Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, national origin, ancestry, citizenship status, military status, protected veteran status, religion, creed, physical or mental disability, medical condition, marital status, sex, sexual orientation, gender, gender identity or expression, age, genetic information, or any other basis protected by law, ordinance, or regulation.</p> |
| Hatch | Our experience spans over 150 countries around the world in the metals, energy, infrastructure, digital, and investments market sectors. | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Internship/ Co-Op | <ul style="list-style-type: none"> • Mechanical EIT(81502) • Electrical EIT(81161) • Structural EIT(81625) • Nuclear EIT(83462) • Junior Instrumentation & Controls EIT(81145) | <p>Good understanding of engineering and business fundamentals as they apply to engineering problems and projects. Ability to learn quickly and to take on new challenges. Collaborative team player with excellent interpersonal skills. Excellent organizational skills and attention to detail. Strong written and verbal communication skills. Shows critical and creative thinking and problem solving, and brings forward solutions for our clients' toughest challenges. Adapts and embraces change</p> | <p>We are committed to diversity and inclusion because a diverse and a fully inclusive work environment fosters a plurality of thought and perspectives that solves challenging problems and creates value for our clients, our communities, and the world at large.</p> <p>https://www.hatch.com/about-us/news-and-media/2022/06/celebrating-pride-at-the-toronto-pride-parade</p> |

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| HH Angus & Associates | Consulting Engineering | <ul style="list-style-type: none"> Full-time positions for graduating class | <ul style="list-style-type: none"> Electrical Engineer, Mechanical Engineer | Driven, kind, eager to learn | We accept and respect all individuals, everyone is equal. |
| Honda Canada Manufacturing | Automotive Manufacturing | <ul style="list-style-type: none"> Internship / Co-Op | <ul style="list-style-type: none"> Engineering roles all disciplines | <p>The ideal candidate will join HCM supporting engineering activity in the mechanical, electrical, chemical, process and mechatronics disciplines including: Assignments / projects of varying degrees of complexity, working with team members on large capital investment projects, equipment and product development to support the introduction of New Models.</p> | <p>HCM is creating an inclusive workplace through: A newly formed new Corporate Equity, Diversity and Inclusion committee, led by Susan Kenny, HCM Corporate Leader for EDI, Engine Plant Manager. The committee creates sustainable platform to embed EDI in all areas of the business. Honda introduced “Leading Inclusion” training that teaches leaders about the value of organizational inclusion and helps leaders develop actionable plans to improve inclusion in their area. As well, all people leaders at HCM are provided training on D&I in the workplace and unconscious bias. HCM has three Business Resource Groups, associate-led, company-supported groups aligned around gender, race/ethnicity, life-stage, and other dimensions of diversity to support and create a community for equity-seeking groups.</p> <p>Over the next few years, HCM is undergoing a number of infrastructure changes to create a more inclusive workplace for associates including the construction of all-gender washrooms, lactation rooms, locker room and washroom signage with inclusive language and multi-faith spaces.</p> <p>https://www.honda.com/community/diversity-reports#components</p> |

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| Honeywell | Engineering | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Internship / Co-Op | <ul style="list-style-type: none"> • Software Engineer Internship • Program Manager Internship • Systems Engineer Internship • Electrical Engineer Internship • Mechanical Engineer Internship | We seek candidates who are well versed in their field of study, with experience pertaining to their degree. We look for individuals who are self-starters and enjoy growing and being challenged. | |
| IBM Canada | Technology and Software Development | <ul style="list-style-type: none"> • Full-time positions for graduating class • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Winter 2023 Internships and co-ops • Summer 2023 Internships and co-ops (12-16 months) • Entry Level Technical and Non-Technical roles | We are looking for students that have the basic technical skills and knowledge needed for the role. The ideal student is curious, passionate about technology and is eager to learn. | <p>Through our diversity, equity, and inclusion journey at IBM, our goal is to provide a culture of inclusion and belonging for all IBMers. The purpose is to establish trust among IBMers by creating a more diverse workforce, cultivating a flexible work environment, enabling an inclusive culture, and advocating for equity, both inside and outside IBM. We foster a culture of conscious inclusion and active allyship where every IBMer can make a positive impact on society while bringing their authentic selves to work. Our four strategic priorities include accountability, advocacy, allyship, and employee experience, which measure our progress through actions and outcomes. We believe that transparency, accountability, action, and progress garner trust.</p> <p>https://www.ibm.com/impact/be-equal/</p> |

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| IKO Industries Ltd. | Construction and manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Process Engineer Co-op • Plant Engineer Co-op • Engineering Co-op • Mechanical Engineering Co-op • Production Supervisors | Quality, integrity, and trustworthiness are the values that underlie IKO's success. We are looking for candidate who represent our core values. | |
| Independent Electricity System Operator | Utilities | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D | <ul style="list-style-type: none"> • Power System Engineer (multiple positions available) | We are seeking bright, talented and ambitious Electrical Engineers who are eager to apply their power system engineering skills to support the transformation of the Ontario electricity sector while ensuring a reliable and cost effective power grid in the role of a Power System Engineer. A successful candidate is an effective team player, creative problem solver, strong communicator and has an excellent grasp of power system operations and electricity markets fundamentals. | <p>The IESO is continually moving toward a desired future state where we are increasingly open and respectful of one another's differences and where members of all groups are treated equitably.</p> <p>To do this, we cultivate and maintain a workplace culture where we actively demonstrate our values. This means:</p> <p>Valuing diverse expertise and perspectives Operating in a fair and consistent manner Treating others as they wish to be treated Creating a sense of belonging Having the courage to challenge the status quo</p> |
| IPG Photonics Canada, Inc. | Manufacturing Technologies | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Internship/ Co-Op | <ul style="list-style-type: none"> • Applications Specialist, • Software Developer, • Mechanical Engineer, • Software Intern | An ideal candidate is one who is a self starter, strives to always do their best work, and is curious minded individual. Good communication skills and a desire to build on and apply knowledge are paramount for success at IPG. | <p>By fostering a rich and inclusive company culture, IPG strives to create an environment where differences are respected and employees can freely contribute and thrive.</p> <p>https://www.ipgphotonics.com/en/company#[social-responsibility]</p> |
| Isaac Operations | Operational Consultancy | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation | <ul style="list-style-type: none"> • Performace Improvement Consultant | We look for candidates with a critical thinking mindset, keenness to learn on the job and good communication skills. Your technical, problem-solving ability will allow you to tackle complex problems, implement change, and ensure improvement is seen on the financial bottom line. | |

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| Jablonski, Ast and Partners | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Summer | <ul style="list-style-type: none"> • Structural Designers | High conscientiousness, able to learn efficiently. Comfortable with learning new technologies, and deadline oriented technical environments. | We provide equal opportunity for all by hiring based on ability. |
| Jonah Group | | | | | |
| Kelson | Mechanical Contractor | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Estimating, • Project Management, • Virtual Construction, • Quality Assurance | We are looking for a team player that is driven to succeed and win for all stakeholders. If you are a self-starter looking to bring your own exciting standards to a schedule/goal driven environment and build a long term career in a supportive and learning focused company, Kelson is the right home for you. | Kelson is committed to an inclusive and diverse workforce and believes that real benefits are derived therefrom. At Kelson, one of our core values is, people are paramount. The intrinsic value of all people is an important part of Kelson’s corporate culture. |
| Kiewit | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Entry Level Engineers, • Engineering Interns, • Safety Specialists, • Finance Analysts | We look for students who are eager to learn, prioritize safety, and willing to work hard. They should be problem solvers, good communicators, timely, and open to relocating. | <p>Kiewit is committed to inclusive collaboration and excellence. We understand the value of community and what it means to support each other and our future employees. At Kiewit, every voice — every perspective — matters. Kiewit builds strong partnerships with universities, local non-profits, and major organizations and associations across North America to promote careers and development in our industry.</p> <p>https://kiewitcareers.kiewit.com/content/Diversity-and-Inclusion/?locale=en_US</p> |
| Klohn Crippen Berger | Engineering consulting | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Internship / Co-Op | <ul style="list-style-type: none"> • Civil engineer - co-ops • Water Resources Engineer • Geotechnical Engineer • Hydrotechnical Engineer | Our most successful candidates are curious, and collaborative. They know how to present technical data in terms everyone understands, and they are driven by working globally on unique and challenging projects. | <p>Inclusivity and DEI initiatives are top of mind for KCB’s senior leadership. KCB has participated in Pride month events; we allow for pronouns to be displayed in signatures and on business cards. We have above industry average female representation and share data publicly in our annual ESG report.</p> <p>https://www.klohn.com/about/sustainability/</p> |

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| Lafarge Canada Inc | Multinational Manufacturing Company - Cement, Concrete, Aggregates | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Summer • Internship/ Co-Op | <ul style="list-style-type: none"> • Quality Control Technician - Concrete • Jr Technical Services Rep (concrete) • Production Analyst • Process Engineer - cement manufacturing • Maintenance EIT - Heavy Industry • Electrical EIT - Heavy Industry | Motivated, Passionate about sustainability and safety, and willing to work hard and have a long prosperous career at Lafarge Canada Inc. We are the world's largest company in our industry and we have a lot of opportunities for advancement. | Lafarge is committed to the principles of employment equity and encourages the applications from women, visible minorities, and persons with disabilities. Lafarge Canada Inc. welcomes and encourages applications from people with disabilities. In Ontario, our organization/business is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act. Accommodations are available on request for candidates taking part in all aspects of the selection process. |
| Ledcor | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Internship / Co-Op • QUIP this is our primary search | <ul style="list-style-type: none"> • Project Controls Coordinator • Project Coordinator • Field Engineer • Estimator • Engineering Support Services Coordinator | We are looking for those who have incredible soft skills. We can teach the technical side, but we need someone who is willing to learn, passionate, driven and enthusiastic about what they do in order to be able to make the most out of their experience here at Ledcor. | All, we have partnerships with Women in Trades organizations, and Aboriginals, but have future ideas to drive initiatives with all |
| LifeWorks | Human resources services / Software development | <ul style="list-style-type: none"> • Full-time positions for graduating class • Internship / Co-Op | <ul style="list-style-type: none"> • All domains of data and technology. | We look for students who are eager to learn, excited to start their career in technology and are passionate about improving lives. | |
| Lumentum | Telecommunications, Mobile and Automotive 3D Sensing, Datacentre Communications, Optical Components | <ul style="list-style-type: none"> • New graduate program (rotation program, etc.) • After graduation • Masters / Ph.D • Internship / Co-Op | <ul style="list-style-type: none"> • Project Manager Analyst (2 positions, 16-month interns). In January 2023 more postings will be available. | Exceptional leadership skills, combining critical thinking with empathetic and diplomatic communication. Demonstrated ability to form collaborative and cooperative working relationships in all interactions. Technical background and project management training an asset. | As a global, multi-cultural innovative company, we are building a diverse and inclusive culture where differences are valued. We are unified in our commitment to live our Guiding Principles: Innovate, Engage, Deliver, Excel, and Win. Our differences make us stronger, more creative, and capable of delivering better results. Lumentum awards \$5000 DIB scholarships to Canadian Co-ops and Interns. To be considered for the scholarship, you must complete a fall, winter, or summer work term with Lumentum. https://www.lumentum.com/en/company/diversity-inclusion-belonging |

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| MacLean Engineering | Manufacturing / Engineering | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • Internship / Co-Op | <ul style="list-style-type: none"> • Mechanical, Electrical, Software Designers both Intern and Full-time | | We are currently creating our Diversity and Inclusive statements and do not disqualify any candidates for any of the above reasons |
| MAT 4Site Engineers Ltd. | Mechanical and Electrical Engineering firm - Building Services | <ul style="list-style-type: none"> • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Mechanical Designer EIT • Electrical Designer EIT | Our ideal candidate wants to strive to be the best they can be through self-motivated learning, strong initiative and a passion for Engineering in Building Services. Must have both AutoCAD and Revit skills and the desire to working in a consulting environment. | We have a variety of EDI initiatives to celebrate all that work at MAT 4Site Engineers. From effective policies and committees to a tonne of fun activities to celebrate our diverse cultures. My particular favourite activity is our Fat Friday lunches where we put everyone's name in a hat and the name that is pulled gets to choose lunch from their favourite restaurant highlighting their culture. We also recognize and celebrate all the various faith based events for our staff and offer a special prayer room for those who wish to use this space. To ensure equity, we offer a "Rewards Passport" where staff are given monies to spend on an activity that will enrich their personal growth outside of work. |
| MineSense Technologies Ltd. | Technology | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Internship / Co-Op | <ul style="list-style-type: none"> • Field Services Engineer • Electrical Engineer • Engineering Technologist / Technician | Innovative and analytical - thrives without standard procedures for problems and possesses a passion for technologies that reduce our environmental footprint. | |
| Mott MacDonald | Engineering | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Graduate engineer – rail and transit • Graduate Engineer – electrical • Graduate Engineer – tunnels • Transportation intern • Tunnels intern | We are looking for candidates with a genuine drive to be successful engineering consultants and a desire to make a difference in the world. You should be able to demonstrate your interest through your field of study, internships, volunteering, or being a member of relevant associations. If this describes you, apply today to launch your career at Mott MacDonald. | We recognize EDI as a priority and have subject matter experts in each of our geographical regions, led by a group Head of Inclusion and Responsibility. Our employee resource groups – known as Advancing groups – provide safe spaces for our colleagues to speak up, share their experiences and ideas, and help us to continually improve our workplace EDI. These groups include: Advancing LGBTQ+, Advancing Gender, Advancing Race, Advancing Accessibility, Advancing Parents and Caregivers, and Advancing Veterans and Active Service Members. |

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| Munich Re | Insurance, Technology | <ul style="list-style-type: none"> • Full-time positions for graduating class • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Data Scientist (New Grad), • Data Engineer (New Grad), • Data Scientist (Summer Co-Op), • Data Engineer (Summer Co-Op) | We're looking for well-rounded individuals who are technically astute, have strong communication skills, and demonstrate the ability to build positive relationships with internal clients. We're seeking energetic and collaborative professionals who are excited to join our winning team and show promise of becoming a future leader in the data science space. | <p>We initiated and are expanding recruitment partnerships with DI&B and URM focused organizations and schools (e.g. Power to Fly, IABA, etc.). Within the company, we created engagements events for Chinese New Year, Pride Month, Indigenous Peoples Day and etc. New joineres are invited to continuously participate in Ignite Inclusion Training and dozens of donations are made to DI&B focussed organizations each year.</p> <p>https://www.munichre.com/en/careers/munich-re-as-an-employer/diversity-and-inclusion.html</p> |
| National Bank Financial Markets | Financial Services (capital markets) | <ul style="list-style-type: none"> • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Diversity Scholarships for Corporate & Investment Banking or Sales & Trading Internships in 2024 (posting available January 2023) • Corporate & Investment Banking - Fall 2023 Internships (posting available in March 2023) • Corporate & Investment Banking - Summer 2024 (posting available May 2023) • Sales & Trading - Summer 2024 (posting available late Summer 2023) • Full-Time Positions (just in time hiring as required) | We are looking for candidates to build future leaders who will add fresh perspectives to our business. This opportunity will appeal to candidates who demonstrate enthusiasm about capital markets and the financial industry, who are highly motivated with a strong work ethic, able to be creative and have an entrepreneurial mindset, have a strong academic track record and have the ability to work independently and as a member of a team. | <p>We provide \$10K scholarships which include a summer internship along with mentorship. We also have Employee Resource Groups that staff participate in for the above noted groups.</p> <p>https://www.nbc.ca/content/dam/bnc/a-propos-de-nous/responsabilite-sociale/pdf/inclusion-and-diversity-booklet-2021.pdf</p> |
| Novelis | Manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation | <ul style="list-style-type: none"> • Electrical Engineer, • Mechanical Engineer, • Chemical Engineer | We are looking for a student who is motivated and eager to learn. Who is not afraid to ask "why" and "how can we make it better"? | <p>At Novelis, Employee Resource Groups have been formed to help facilitate the creation of tools and additional resources in order to better educate employees interested and willing to engage in the available content. These groups have demonstrated that with the awareness they bring help to create safe spaces for further conversation.</p> <p>A best practice Novelis has is centralizing the Compensation team. This means that at all levels throughout the organization, there is a bias free process based on Compensation having minimal interactions aside from the Human Resource Business Partners</p> |

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| Ontario Society of Professional Engineers | Engineering | | Connecting to talk about the benefits of OSPE...the voice of 250,000 engineering professionals in Ontario. We help students transition for academia to careers! Students join OSPE for FREE! Come on by and say hi! Looking forward to meeting engineering students! | | |
| Pliteq | Engineering manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Engineering interns • Summer interns • Process Engineers • Business Development Engineers • Customer service representatives | We are looking for outgoing, competitive individuals who enjoy and thrive working with a team. Our ideal candidate is a go getter, is willing to go above and beyond to get the job done, someone with a positive outlook, is willing to learn and grow and is just an all-around awesome person to work with! | When it comes to inclusivity in our workplace this starts at the top, our leaders foster a respectful workplace where all employees feel welcomed and valued. We also use inclusive recruitment strategies. We are always making adjustment to our hiring methods to reach new groups which in turn facilitates diversity. Overall we have created an exemplary culture, where employees feel comfortable expressing themselves and their ideas which is something we pride ourselves on. |
| Plotly | Software Development | <ul style="list-style-type: none"> • Internship / Co-Op | <ul style="list-style-type: none"> • Software engineering interns | <ul style="list-style-type: none"> • Love and have experience with dataviz. • Love and have experience with Python. • Have 2+ years software development experience. • Have an understanding of and interest in various web application stacks. | We work with our employee DEI group to understand our short comings and take their counsel on improving it. |
| Polar Asset Management | Investment Management - Hedge Fund | <ul style="list-style-type: none"> • After graduation | <ul style="list-style-type: none"> • Software Developer | The ideal candidate for this role is an enthusiastic and dynamic self-starter with excellent problem solving and communication skills. The candidate will be working in a fast paced and team based environment. We are looking for someone who can adjust well in different types of environment. | We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, sex, gender, gender expression, sexual orientation, age, marital status, veteran status, or disability status. We will ensure that individuals with disabilities are provided reasonable accommodation to participate in the job application or interview process, to perform essential job functions, and to receive other benefits and privileges of employment. |

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| Pomerleau | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Project Coordinator Intern • M&E Coordinator Intern • Assistant Superintendent Intern • Design Coordinator Intern • Quality Coordinator Intern | <p>A positive mindset and sense of excitement for being in the action everyday on-site. Will embrace the learning experience and be open to taking on new challenges.</p> | <p>DIVERSITY, EQUITY & INCLUSION INITIATIVE STATEMENT At Pomerleau, we want to be a more diverse, equitable and inclusive company. Diversity is multifaceted. For us, it includes diversity of race, age, gender identity or expression, sex, sexual orientation, language, religion, political opinion, marital status, family status and disability.</p> <p>https://pomerleau.ca/en/article/culture/being-more-diverse-equitable-and-inclusive-company</p> |
| PRI Engineering | Engineering | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Geotechnical Field Representative - Solar • Geotechnical Field Representative - Geotechnical • Geotechnical Field Representative - Materials Testing • Geotechnical EIT • Civil Engineering Co-Op Student | <p>PRI is looking for individuals interested in developing their skills conducting geotechnical field investigations, participating in engineering design and completing complex engineering reports. Motivated, self-starting individuals who are willing to travel for extended periods of time will be given priority.</p> | <p>PRI Engineering is an equal opportunity employer and sponsors a culture of intentional diversity and deliberate inclusion, where equal focus is provided to each diverse identity segment, practices, growth and career opportunities through the entire spectrum of the company. We believe that our differences make us stronger.</p> |
| PwC | Consulting & Technology | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation | <ul style="list-style-type: none"> • Associates | | <p>We have a number on inclusion networks (this is just 1 way), scholarship mentorship program</p> <p>https://jobs-ca.pwc.com/campus/ca/en/scholarship</p> |

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| Qualcomm | Telecommunications, Semiconductors, Wireless | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Automotive Engineering Internship (16 months) • Machine Learning Systems Engineering Internship (16 months) • Display Systems Engineering Internship (16 months) • Embedded Software Engineering Internship (12-16 months) • Audio Computer Hardware Architecture Development Engineering Internship (16 months) | Backgrounds and skillsets comparable or above a 2nd-3rd year students in Electrical Computer Engineering (ECE), Electrical Engineering (EE), Computer Engineering (CE), Computer Science (CS), Machine Learning (ML), Artificial Intelligence (AI), or equivalent. | <p>Qualcomm is a company comprised of innovators and visionaries. True innovation demands a variety of viewpoints, so we seek to foster diverse and inclusive teams, managers, and leaders to promote the innovations that will power the future. We measure and track our progress to ensure our programs and policies are having a meaningful effect on our workforce. We expect employees to embrace these values to ensure that Qualcomm’s work environment is inclusive and respectful, as well as free of harassment, discrimination, and retaliation.</p> <p>https://www.qualcomm.com/content/dam/qcomm-martech/dm-assets/documents/qualcomm_diversity_and_inclusion_policy.pdf</p> |
| RJC Engineers | Engineering Consulting | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D | <ul style="list-style-type: none"> • Design Engineer, • Facade Engineer, • Structural Restoration Project Engineer, • BIM Technologist, • Building Performance Engineer/Technologist | Students with strong relationship building skills, an affinity for problem solving, and excellent team players who aren't afraid to ask questions and explore new ideas would fit right in. Depending on whether the student is interested in Structural Engineering or Building Science and Restoration, they must have completed courses within the respective field, with practical experience considered a strong asset. | RJC Engineers has an ERG (employee resource group) dedicated to promoting EDI efforts not only within the organization via equitable policies/programs (i.e. parental leave top up program) to support the diverse needs of our staff, but also promote equitable practices in recruitment and selection (e.g. hiring from a number of different channels, providing accommodations if required throughout the process), supporting and being actively involved with organizations associated with equity-seeking groups (e.g. LGBTQ+, indigenous group, etc), and ensuring that EDI is a top priority of our business. |

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| Ross Video | Broadcasting/Live Production Technology | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Full Stack Developers • Hardware/Full Stack Developers • C/C++ Developers • Test Automation Specialist • Product Verification Specialists | <p>We love continuous learners! Technology is forever evolving and here at Ross Video, we are looking for people who will evolve with it. At Ross Video, we know how important it is that you grow both professionally and as a person to be the best you can be. We are committed to that growth and will provide the environment and expertise to see that happen.</p> | <p>Ross Video is dedicated to providing an atmosphere free from barriers in order to promote equity and diversity. We celebrate and welcome diversity of all employees, partners and customers. It is the policy of Ross Video to foster an environment that respects people's dignity and beliefs thereby ensuring equity and diversity in employment. Employees are expected to demonstrate our commitment to this by providing a supportive work environment and a corporate culture that welcomes and encourages equal opportunities for all employees. Ross is currently engaged in a 30 by 30 program through Engineers Canada. This initiative has a goal of raising the percentage of newly licensed engineers who are women to 30 percent by the year 2030. Ross has heavily invested in our EDI strategy. To ensure our strategy, goals and action plan are continuously improving, we have engaged McLean and Company, an HR research firm dedicated to making positive and impactful change. With the aid of McLean and Co, Ross is actively:</p> <ul style="list-style-type: none"> -Creating an ED&I Strategy -Taking advantage of McLean and Co's resources to support our EDI efforts -Action planning for ED&I Initiatives via workshops -Implementing learning resources via training decks and self-directed learning modules -Participating in training sessions and focus groups |
| Salytics | | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation | <ul style="list-style-type: none"> • Technical Consultant, • Salesforce Developer | <p>You're a lifelong learner, energized by solving interesting problems with simple solutions. You want your job to be a mix of development and working with people, but more than that, you want your work to improve and simplify life for your clients.</p> | |
| Shared Services Canada | | | | | |

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| SnapCab | Manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Woodworkers/Production Technicians (multiple) • Senior Accountant • Office Assistant • Maintenance & Cleaning Technician | We are looking for people who value kindness, being authentically themselves, and feeling a sense of purpose in their job. SnapCab invests in its employees with training, continuing education, and a company culture that embraces the strengths and weaknesses of the humans that make up the business. | |
| SNC-Lavalin | Engineering firm | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Canada Careers at SNC-Lavalin, Atkins, Faithful + Gould (snclavalin.com) | A good communication skills, curiosity and desire to learn. Good organizational skills and autonomous. | <p>Different makes a difference. Every day, we're striving to be more inclusive, more collaborative and more innovative in how we drive change.</p> <p>We already speak over 70 languages, represent 130 nationalities across six continents, and we're making great strides in the inclusiveness of our workforce. These differences are one of our greatest strengths – and key to understanding the needs of our clients worldwide.</p> |
| Stantec Consulting | Engineering, Science, Architecture | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • www.stantec.jobs | Enthusiastic and willing to help meet project deadlines. Works well as part of a team, but can also complete tasks on their own. Takes initiative. | <p>Imagine a place where you can be yourself and talk about your challenges and experiences with people who know where you're coming from—because they've been there. That's an employee resource group (ERG). In an ERG, employees explore development opportunities and improve skills relevant to their business goals. Our current ERGs include Women@Stantec, Pride@Stantec, Indigenous Connections, Latinos@Stantec, Persons with Disabilities@Stantec, Military and Veterans Advocates (MAVA), Cultural Awareness & Inclusion, and Asians@Stantec.</p> <p>https://www.stantec.com/en/ideas/careers/community-engagement</p> |

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| Teck Resources | Mining | <ul style="list-style-type: none"> • Internship / Co-Op | <ul style="list-style-type: none"> • Geotechnical Engineering Co-op Student • Mine Engineering Co-op Student • Project and Civil Engineering Student • Human Resources Co-op Student • Occupational Health & Hygiene Co-op Student | <ul style="list-style-type: none"> • Courageous safety leader - adhering to the organization's safety rules and procedures. • Conceptual understanding of programming languages (Python preferred), coding, and business analysis experience. | <p>Teck is committed to creating a respectful and inclusive workplace for everyone. We believe everyone matters and we're better together. To this end, we consciously work to create an environment that respects and values the diversity of the people and communities around us. Our strategic priority when it comes to our people is to foster a workplace where everyone is included, valued, and equipped for today and in the future.</p> <p>https://www.teck.com/sustainability/sustainability-topics/our-people/equity,-diversity-and-inclusion/</p> |
| Tetra Tech | Renewable Energy, Engineering Services | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Structural Engineer • Designer/Drafters • Electrical Engineers • Mechanical Engineers • Project Engineers | <p>Willingness to learn hands on in a fast paced environment Innovative and eager to provide the best quality engineering solutions to our clients</p> | <p>Our commitment to diversity is recognized by our Board of Directors and leadership team and extends to each Tetra Tech employee around the world. We collectively promote a culture that empowers our employees and fosters values of respect, inclusion, and belonging across the company.</p> <p>https://www.tetrattech.com/en/diversity-and-inclusion-at-tetra-tech</p> |
| The Mitchell Partnership Inc. | Engineering Consultants | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Mechanical Engineers | <p>Strong communicator and relationship building. Ability to work independently. A focus on practical problem solving. An interest in helping clients understand environmental impacts of design choices.</p> | |
| Toromont Cat | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • Internship / Co-Op | <ul style="list-style-type: none"> • Leaders of Tomorrow Program (Management Trainee) | <p>Hardworking and self-taught, and you dream of a career that matches your ambitions. You enjoy learning on the job and from others. You are a self-starter and a leader motivated by results and performance and have an inspiring personality. You have a taste for adventure and the ability and desire to travel around the country during and after the program.</p> | <p>We are consistently joining school associations, groups, and participating in events to increase our awareness in these communities.</p> |

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| Trane Technologies | Manufacturing | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Technical Sales Graduate Training Program, • Construction Project Management Graduate Training Program, • Energy Services Graduate Training Program, • Technical Sales Internship, • Energy Services Internship | Pursuing a bachelor's degree in engineering, with a GPA at or above 2.8. Willing to gain appreciation and exposure to the many facets of Trane Technologies' businesses. | <p>We're committed to cultivating a diverse and inclusive workplace where everyone can thrive. Since 2010, we've grown our offerings to include a variety of Employee Resource Groups and Inclusion Networks worldwide.</p> <p>https://www.tranetechnologies.com/en/index/sustainability/sustainability-reports/esg-report/social/diversity-and-inclusion.html</p> |
| TSC Inc. | Construction | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Virtual Design Specialist (primary) • Manufacturing Administrator Co-Op (Flynn Manufacturing) | The ideal candidate has exceptional mathematic skills – the ability to use a variety of mathematical principles to provide analytical data to solve building design problems in the construction industry. Must also have exceptional attention to detail. | We post job opportunities with community organizations for LGBTQ and Indigenous Groups |
| Utilities Kingston | Utilities | <ul style="list-style-type: none"> • Full-time positions for graduating class | <ul style="list-style-type: none"> • Manager, Sustainability & Climate Action • Electrical Engineer | | DEI Policy, DEI training for all staff, post to multiple job boards, partner with CCAB, women mean business and women of PLT organizations. |
| Vale Canada Ltd. | Mining | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Global Trainee Program 2023 (New Graduate Program) • Engineer in Training • Engineering Co-op (Various) | | |
| Veolia Water Technologies and Solutions | Enviornmental Services/ Water Treatment | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Field engineer, • Graduate program- Engineer, • Engineering Interns | Ideal candidate would be someone who is a critical thinker and able to think outside of the box. Able to work in groups or independently. | We have a variety of ERG's such as women of Veolia, Inclusion and Diversity committee, all interviews are completed with a diverse panel, etc. |
| Westinghouse Electric Canada Inc. | Nuclear Industry / Energy | <ul style="list-style-type: none"> • Full-time positions for graduating class • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • Engineering Internships - including in Mechanical, Electrical, Civil, Mechatronics, etc. • Graduate opportunities for various engineering disciplines | The ideal candidate is someone that has a passion to learn and contribute to delivering innovative nuclear energy solutions. Ability to collaborate in teams from various disciplines that strive to address the challenges of a changing climate by rethinking the way we deliver nuclear energy. | <p>We value unique experiences and perspectives and we're committed to workplace inclusion. We know that great employees come from all backgrounds.</p> <p>https://www.westinghousenuclear.com/careers/working-here/culture-inclusion</p> |

| Company | Industry | Type of Positions | Currently Hiring | Ideal Candidate | Inclusivity |
|------------------------------------|--|---|--|--|--|
| Worley Canada Services Ltd. | Energy - Sustainability and Renewables | <ul style="list-style-type: none"> • Full-time positions for graduating class • New graduate program (rotation program, etc.) • After graduation • Internship / Co-Op | <ul style="list-style-type: none"> • Mechanical • Electrical • Civil • Structural • Process Engineering - New Grads | <ul style="list-style-type: none"> • Prioritize alignment to Worley values • Candidates who are eager to continue learning • Job-specific qualifications | https://www.worley.com/our-thinking/making-diversity-and-inclusion-matter https://www.worley.com/our-thinking/developing-diverse-talent |
| WSP Canada Inc | Engineering Consulting | <ul style="list-style-type: none"> • Full-time positions for graduating class • After graduation • Masters/ Ph.D • Summer • Internship / Co-Op | <ul style="list-style-type: none"> • https://www.wsp.com/careers | <p>Enrolled in Civil, Environmental or Chemical Engineering program; Excellent academic record; Has an interest in the linear design, contract administration, hydraulic water modelling and project management of municipal and industrial engineering projects;</p> <p>Working knowledge of one or more of the following: AutoCAD, Microstation, Civil 3D;</p> <p>Great communication skills, both verbal and written; and</p> <p>Have shown leadership skills by participating in extra-curricular events and volunteer work.</p> | |