

Technical Product Manager

COMPANY OVERVIEW

STR-SpeechTech Ltd. (STR) is a leading developer and supplier of mission-critical voice and text generation systems for the air traffic management industry. Based in Victoria, British Columbia, STR has delivered high-quality speech and signal processing products to customers worldwide for over 30 years.

JOB SUMMARY

We are seeking a Technical Product Manager to own the requirements pipeline for our StarCaster product line, the core system behind STR's mission-critical voice and text generation products. This is a central, cross-functional role. You will capture and verify what StarCaster needs to do, from industry standards, customer requirements, and internal priorities, keeping this information organized and documented, ensuring the team has clear visibility into testing, quality, and delivery status.

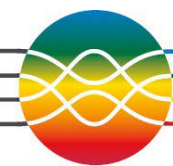
You bring sufficient technical fluency to work comfortably with engineering and technical teams and to understand IT environments, including servers, network equipment and command-line environments. Direct hands-on experience with servers, network switches, or command-line tools is an asset but is not the primary focus of the role; the ability to understand technical concepts and learn new technologies is more important. You have a sharp eye for detail, strong written communication skills, and the curiosity and self-direction to develop a deeper understanding of our products and the aviation broadcasting domain over time.

The ideal candidate is a skilled problem solver who works independently through roadblocks, is comfortable managing their own workload at an intermediate level of experience, and can support the wider management team (CEO, Technology & Projects Manager, and Lead Engineer) as needed.

KEY RESPONSIBILITIES

Requirements Management

- Monitor changes to relevant industry standards (e.g., ICAO, EASA) and translate updates into product requirements.
- Identify customer requirements sourced from support tickets, tender documents, and direct customer conversations.
- Capture internal, engineering-driven requirements tied to the product roadmap.
- Build and maintain requirements traceability (e.g., mapping standards, customer needs, and internal requirements to product features and test cases).
- Identify gaps between current product capability and what's required, identifying the gaps clearly to engineering and leadership before they become problems.
- Turn ambiguous input (a support ticket, a tender line item, a standards clause) into a confirmed, accurate requirement before it becomes a spec.



Document Management

- Own requirements documentation: writing, maintaining, and version-controlling requirements docs.
- Keep product manuals, user guides, and technical documentation current as new features are released.
- Develop and maintain training materials for internal teams and customers.
- Ensure every product change is clearly documented for both internal teams and external customers.

Software Quality Testing (Including Customer-Side Acceptance Testing)

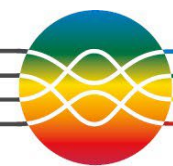
- Own Quality Assurance for the product: plan and run hands-on testing that verifies delivered work against requirements, not just documentation review.
- Set up, maintain, and monitor physical and virtual test lab environments, including servers, network switches, and builds.
- Create, maintain, and execute formal Acceptance Test Protocols (ATPs) built directly from customer requirements, used for customer sign-off.
- Pull in support from other departments when coverage demands it, such as briefing, assigning, and confirming work is completed to standard.

Product Status Tracking

- Track status across multiple concurrent workstreams and maintain clear, current visibility into where each one stands.
- Proactively flag deadline risks: are we on track, and if not, why?
- Become the internal go-to expert on what the product can do today and what upcoming releases will add.
- Provide regular, clear status updates to the CEO, Technology & Projects Manager, and Lead Engineer.

MUST HAVE SKILLS, QUALIFICATIONS & EXPERIENCE

- Minimum 2 years of relevant experience in business, engineering, computer science, developer technology, or a related technical field; a diploma or degree in a relevant discipline is an asset.
- Technically capable of setting up and managing testing environments (e.g., comfortable with servers, network switches, builds, and command-line tools).
- Exceptional organization skills; a natural stickler for requirements and organization;
- Must be rigorous, detail-oriented, and disciplined about tracking multi-layered, concurrent work.
- Excellent technical writing skills; Demonstrated hands-on ability to work with, test, and troubleshoot systems, with strong attention to accurately documenting results and technical findings.(e.g., manuals, formal test protocols, and technical content). Fluent written English with strong grammar and communication skills required.
- A skilled problem solver, capable of working through roadblocks independently.
- Intermediate-level experience, comfortable managing your own workload with minimal oversight while supporting the management team.
- Committed to self-learning; must love information



ADDITIONAL ASSETS

The following skills are an asset. . Successful candidates will be supported and trained as needed.

- Familiarity with aviation industry standards (e.g., ICAO, EASA) or the ATIS/VOLMET domain.
- Experience drafting or responding to RFPs, tenders, or formal technical proposals.
- Prior experience in a QA, technical writing, or technical project management role.

Why STR-SpeechTech Ltd.?

STR offers a competitive base salary of \$70,000 to \$90,000 CAD per year (based on related experience and qualifications). Additional benefits include medical, dental, life insurance, long-term disability, and 3 weeks of vacation. You will be joining a passionate, collaborative team that values thoughtful communication and shared wins. This is a full-time onsite role, 40 hours per week.

We thank all applicants for their interest in STR-SpeechTech Ltd. Only those selected for an interview will be contacted.