

Job Posting:173020 - Position: W26 FPGA Software Tool Developer Co-op 173020B

Co-op Work Term Posted:	2026 - Winter
App Deadline	09/17/2025 09:00 AM
Application Method:	Through Employer Website
Posting Goes Live:	09/10/2025 01:47 PM
Job Posting Status:	Approved

ORGANIZATION INFORMATION

Organization	L3Harris Technologies
Country	Canada

JOB POSTING INFORMATION

Placement Term	2026 - Winter
 Job Title 	W26 FPGA Software Tool Developer Co-op 173020B
Position Type	Co-op Position
Job Location	Waterdown, ON
Country	Canada
Duration	16 months
Salary Currency	CAD
Salary	0.0 per hour for 0 Major List
Job Description	

L3Harris is dedicated to recruiting and developing high-performing talent who are passionate about what they do. Our employees are unified in a shared dedication to our customers' mission and quest for professional growth. L3Harris provides an inclusive, engaging environment designed to empower employees and promote work-life success. Fundamental to our culture is an unwavering focus on values, dedication to our communities, and commitment to excellence in everything we do.

L3Harris Technologies is the Trusted Disruptor in the defense industry. With customers' mission-critical needs always in mind, our employees deliver end-to-end technology solutions connecting the space, air, land, sea and cyber domains in the interest of national security.

FPGA Software Tool Developer Co-op

Ref #26839

Waterdown, Ontario

About L3HARRIS WESCAM

As a subsidiary of L3Harris Technologies and within the Integrated Mission Systems Segment, the WESCAM division develops the most advanced optical sensor and targeting systems for global defense and military sectors, National Security, Search & Rescue and Airborne law enforcement agencies. From long-range covert surveillance missions to search and rescue operations, our MX-series systems, and the mission systems solutions they are a part of, produce stabilized high-magnification electro-optical and infrared images from airborne, marine and ground based platforms, enabling our customers to see first and act first.

About the Role

We are looking for a co-op student to support the Firmware team at WESCAM by developing and maintaining internal software tools (web applications) that are used to make the team more efficient. Are you looking for a role that will help you make a difference? This is it! Your contribution will have an immediate and significant impact on our Firmware team's efficiency. Who is the firmware team? I'm glad you asked!

We are a team full of bright and exceptionally friendly people who work together to create a wide variety of solutions to complex

and challenging problems. In order to ensure exceptional results, our team creates reusable IP by following a rigorous process that begins with requirements, is supported by documentation and ends with verification.

Our work is supported by internally developed software tools that enable us to consistently implement robust and reliable designs in an efficient manner. These tools improve our results and allow us to focus our energy on future solutions, not fixing past mistakes.

Our team is split into two equally valuable groups. The Design team owns the design and is responsible for creating innovative solutions for our customers. The Verification team is committed to confirming that the modules we produce behave exactly as specified. Neither group could stand on its own, but together are successful. Our team of highly skilled individuals have both a depth and breadth in their roles. We all perform some level of verification; we all participate in requirements definition & design engineering and we all take an active role in developing new design concepts and product launches.

An FPGA design cannot live in isolation and we collaborate regularly with other departments to ensure the best solution at the system level. This collaboration has earned us a reputation for producing high quality designs that are easy to integrate and actively supported. We track and report design progress so that our Leadership team can be well informed as they allocate resources.

We also understand the complex world of FPGA designs as a marathon, not a sprint. We recognize that being excellent in life goes well beyond engineering and includes actively participating in our communities and spending time with friends and family. With this in mind, we set aggressive but achievable goals that allow us to feel challenged while maintaining a work life balance.

Primary Responsibilities

- Assist FPGA designers in creating, maintaining and enhancing new and existing internal tools.
- Create, maintain and enhance test and verification suites for new and existing tools.
- Create, maintain and enhance documentation associated with new and existing internal tools.
- Create and maintain tool requirements
- Following departmental practices and coding guidelines
- Providing input and support to others outside of the FPGA team
- Contributing to the team's knowledge by sharing lessons learned
- Participate in company educational events and training as needed
- Propose ideas for, and participate in, continuous inter and intra-group innovation
- Complete other tasks as assigned by Manager

Diversity & Inclusion

We believe that diversity among our employees makes us a stronger organization.

We are committed to diversity and inclusion within our L3Harris WESCAM family, and our community by welcoming and encouraging applications from anyone interested without regard to race, colour, religion, gender, sexual orientation, gender identity, national origin, age, disability, protected veteran's status, Aboriginal status or any other legally-protected groups. For people with disabilities, we work with you throughout the recruitment process to ensure you have what you need in order to be at your best. If you require any accommodation for any part of the recruitment/interview process, or as you begin your career with us just let us know and we will take care of you.

This job description is not intended to be an all-inclusive list of responsibilities, skills, efforts or working conditions associated with this job. Management reserves the right to modify, add or remove duties as necessary.

At L3Harris, we foster an inclusive and equitable workplace. L3Harris is committed to treating all employees and applicants for employment with respect and dignity and maintaining a workplace that is free from unlawful discrimination. For applicants with disabilities, we will provide you with accommodation so that you have what you need in order to be at your best.

L3Harris performs background checks prior to employment as all applicants must be eligible for registration with the Controlled Goods Program and obtain and maintain a positive security assessment. Some positions may require a government of Canada "Reliability" status and/or Level 2 (Secret) security clearance. In addition, L3Harris performs pre-employment substance abuse testing where required.

Job Requirements

Required Capabilities

- Highly motivated self-starter.
- Strong communication skills.
- Python software coding.
- Knowledge of software design patterns.
- Knowledge of frontend web development (HTML, CSS, JavaScript or TypeScript)

- Familiarity with Angular.ts
- Understanding of relational database management systems (PostgreSQL preferred)

Additional Capabilities

- Familiarity with Linux
- Familiarity with C/C++
- Familiarity with VHDL
- Familiarity with software verification
- Ability to thrive in a dynamic, matrixed environment
- Effective communication and presentation abilities with all levels of staff / peers / managers
- Proven ability to identify performance issues and implement the necessary changes in a timely and effective manner
- A self-starting, hands-on, "roll-up-the-sleeves" approach combined with a confident, executive presence
- Champions a culture of accountability
- Exceptional problem solving skills
- The ability to see and apply 'big-picture' thinking

Desired Education and Experiences

- Enrollment in a Bachelors or Advanced degree in Engineering program
- Must be able to complete a 16 month Co-Op term starting May 2026**
- Currently enrolled and in good standing with co-op program through accredited university
- Able to obtain Canadian Controlled Goods Program (CGP)

Citizenship Requirement N/A

APPLICATION INFORMATION

Application Procedure Through Employer Website

Special Application Instructions

Application Link: <https://careers.l3harris.com/en/job/-/-/4832/85274073728>

Please click the "I intend to apply to this position" button on SCOPE and also submit your application via the employer's website.

Applications are accepted on a rolling basis and the posting may be expired at any time by the employer as submissions are received.

Students should submit their applications as soon as they are ready.