

Job Posting:173925 - Position: W26 Systems Engineering Intern 173925

Co-op Work Term Posted:	2026 - Winter
App Deadline	10/06/2025 09:00 AM
Application Method:	Through Employer Website
Posting Goes Live:	09/29/2025 02:20 PM
Job Posting Status:	Approved

ORGANIZATION INFORMATION

Organization	Thales Canada
Address Line 1	105 Moatfield Drive
City	Toronto
Postal Code / Zip Code	M3B 0A4
Province / State	ON
Country	Canada

JOB POSTING INFORMATION

Placement Term	2026 - Winter
 Job Title 	W26 Systems Engineering Intern 173925
Position Type	Co-op Position
Job Location	Vancouver, BC
Country	Canada
Duration	8 months
Salary Currency	CAD
Salary	41530.0 per year for 40 Major List
Salary Range \$	\$41,530.72 - \$77,128.48 CAD Annual.
Job Description	

Job Title: Systems Engineering Intern - Hybrid Vancouver

Job ID: R0293684

In fast changing markets, customers worldwide rely on Thales. Thales is a business where brilliant people from all over the world come together to share ideas and inspire each other. In aerospace, transportation, defence, security and space, our architects design innovative solutions that make our tomorrow's possible.

This position is Hybrid Vancouver and an 8 month Term.

Position Summary

Thales is looking to hire a **System Engineering Intern**, as part of our Engineering Delivery team. You will support Systems Engineering & Commissioning on site tasks such as day-to-day operation of the Systems Integration, inclusive of Specialty Engineering, Mechanical Engineering, and Installation Engineering in the resolution of production related issues. You will be supporting the on-site team to deal with design changes and engineering issues brought about by production and commissioning issues. The Systems Engineering Intern will also be supporting Commissioning activities such as inspections and support of system power-on and configuration.

Key Areas of Responsibility:

- Provide Shipyard Systems and Installation Engineering Support Function for assigned NSS projects including:
- Supporting to solve design issues and proposed baseline changes that arise during production and commissioning, Engineering Change Process Work Items, on-site technical team and working collaboratively with the Ottawa project team, and the Customer in the resolution of production issues as well as support in the verification and validation of electronic systems.

- Creating high-level conceptual designs, innovative, scalable, and adaptive solutions for changes to ship designs as they arise gaining agreement to top level solution documentation.
- Ensuring Thales Engineering Data correctly flows down to Integrated Product Team (IPT) members.
- Assist in risk management and risk mitigation strategies as well as Assist in obtaining stakeholder agreement about changes to and management of the system requirements.

The anticipated Total Target Compensation (TTC), inclusive of annual salary and bonus eligibility, for this role is \$41,530.72 - \$77,128.48 CAD Annual. The Company reserves the right to ultimately pay more or less than the posted range and offer additional benefits and other compensation, depending on circumstances not related to an applicant's status protected by local, provincial, and federal laws.

Special Position Requirements

- Type of Role: Hybrid (Home/Office) - flexibility to work from home, but expected to be in office as required to support the business.
- Schedule: 40 hours per week.
- Physical Environment: Office environment.

What We Offer

Thales provides an extensive benefits program for all full-time employees working 24 or more hours per week and their eligible dependents, including the following:

- Company paid Extended Health, Dental, HSA, Life, AD&D, Short-term Disability, Cancer Care Program, travel insurance, Employee Assistance Plan and Well-Being program.
- Retirement Savings Plans (RRSP, DCP, TFSA) with a company contribution and a match to a DCP, with no vesting period.
- Company paid holidays, vacation days, and paid sick leave.
- Voluntary Life, AD&D, Critical Illness, Long-Term Disability.
- Employee Discounts on home, auto, and gym membership.
- Company paid Extended Health, Dental, HSA, Life, AD&D, Short-term Disability, Cancer Care Program, travel insurance, Employee Assistance Plan and Well-Being program.
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Why Join Us?

Sa Say HI and learn more about working at Thales [click here](#).

(<https://youtu.be/9aMF4NMhEJo>)

#hybrid

#LI-KL1

The reference Total Target Compensation(TTC) market range for this position, inclusive of annual base salary and the variable compensation target, is between

Total Target Cash (TTC): 44,072.00 - 59,200.00 - 79,864.00 CAD Annual

This reflects how companies in a similar industry and geographic region generally pay for similar jobs. This range helps the Company make pay decisions as one data point among many. Where a position falls within this range is also dependent on other factors including - but not limited to - the employee's career path history, competencies, skills, and performance, as well as the company's annual salary budget, the customer's program requirements, and the company's internal equity. Thales may offer additional benefits and other compensation, depending on circumstances not related to an applicant's status protected by local, state, or federal law.

(For Internal candidate, if you need more information, please reach out to your HR Shared service, 1st Point)

Thales provides an extensive benefits program for all full-time employees working 24 or more hours per week and their eligible dependents, including the following:

Thales is an equal opportunity employer which values diversity and inclusivity in the workplace. Thales is committed to providing accommodations in all parts of the interview process. Applicants selected for an interview who require accommodation are asked to advise accordingly upon the invitation for an interview. We will work with you to meet your needs. All accommodation information provided will be treated as confidential and used only for the purpose of providing an accessible candidate experience.

This position requires direct or indirect access to hardware, software or technical information controlled under the Canadian Export Control List, the Canadian Controlled Goods Program, the Canadian Industrial Security Program, the US International Traffic in Arms Regulations (ITAR) and/or the US Export Administration Regulations (EAR). All applicants must be eligible or able to obtain

authorization for such access including eligibility to the Canadian Controlled Goods Program and able to obtain a Canadian Enhanced Reliability security clearance.

Job Requirements

Minimum Requirements:

- Involved in design projects, specifically electronic and/or mechanical systems.
- High level oral and written communication skills required for report writing, design justification documentation, and interacting with the customer. Experience in the Systems Engineering Life Cycle.
- High level of planning, task management, analytical, and time management skills.
- Enrolled in Electrical/Systems/Mechanical Engineering program in accredited university and currently studying in 3rd year of study.
- Experience reading and understanding mechanical drawings and electrical schematics.

Citizenship Requirement N/A

APPLICATION INFORMATION

Application Procedure Through Employer Website

Cover Letter Required? Optional

Special Application Instructions

Application Link:

<https://careers.thalesgroup.com/global/en/job/TGPTGWGLOBALR0293684EXTERNALENGLOBAL/Systems-Engineering-Intern-Hybrid-Vancouver>

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.