



Manufacturing Engineer

SUMMARY

The Manufacturing Engineer is responsible for developing, specifying, acquiring and launching processes and equipment to assure compliance with all company and regulatory requirements and specifications including safety, quality, cost, and material aspects. This position develops and leads projects, works with equipment suppliers, supervises the generation of technical documentation to support manufacturing as well as analyze and change existing processes for continuous improvement. This position provides on-going support for run-the-business problem resolution for product and process concerns as well as new product and operating system development initiatives.

Proven experience and success in using Lean/SS and applied knowledge in manufacturing engineering, industrial engineering, machine controls and new technology and systems (IIOT) disciplines will be essential for helping to drive plant operations to consistently higher levels of performance and capacity.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Provide technical support to operations on a day-to-day basis to meet production goals.

Collaborate across the organization to resolve issues with current production and in new product development and production support systems.

Provide input to/create the development of standard operating procedures, ensuring processes are well defined, accurately documented and effectively communicated for operator training.

Develop and implement Lean initiatives including set-up reduction, workplace organization, standardized work, process/workflow improvements, and visual management. Be a Lean Champion, coach, and mentor to motivate and inspire large scale change.

Collaborate with leadership and peers in developing and supporting a site 5S program. Create Value Stream Maps to identify opportunities for production/process enhancement to improve processes with respect to safety, quality, delivery and cost improvements.

Identify improvements and develop conceptual scope for the site to support business strategy, including the exploration of new technology to provide a competitive advantage and advance performance.

Initiate and coordinate services and equipment purchases with external suppliers.

Develop and track Capex requests and project progression and spending once approved.

Identify key process parameters and targets.

Participate in developing the future as an integral member of the Engineering Team.

Accountable for complying with all Environmental, Health and Safety regulations, policies, procedures, and guidelines, including the Corporate Environment Health and Safety Protection Policy.

Collaborate across the organization and lead direct team to achieve and sustain ISO certifications in Quality, Environment, Health & Safety, Energy and other management systems as required.

Responsible for responding to customer inquiries in a professional and courteous manner to achieve customer satisfaction.

Perform other duties as assigned or needed.

Must be able to multi-task, manage projects, and work independently in a fast-paced environment.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are respective of the knowledge, skill, and/or ability required, but are not intended to be all-inclusive. Reasonable accommodations may be needed to enable individuals with disabilities to perform the essential functions.

EDUCATION AND EXPERIENCE:

Bachelor's degree in Manufacturing or Industrial engineering, with 5-10 years demonstrated engineering experience, preferably in a similar manufacturing environment (high mix/low volume, ETO). Experience must include a successful, continuous history of developing and driving improvement initiatives and continued learning and development for self and coaching others. Lean and/or SSBB training should be from certified development sources. Experience with machine controls and new technology analysis and integration a definite plus. Computer literate in MS Office software package, including Project, or similar, Pro-e and AutoCAD. Knowledge and experience in manufacturing database software as related to Bills of Material and MRP/ERP.

Experience with sheet metal cutting, punching, forming, fabrication, assembly of large panel systems, integration of glass into panel production, adhesive application processes and CNC machining would be beneficial.

LEADERSHIP AND TEAM SKILLS

Excellent interpersonal and organizational skills. Ability to collaborate and communicate effectively and provide constructive feedback in a positive nature at all levels of the organization. Ability to utilize direction and feedback from Management and display a positive "can-do" attitude, a strong work ethic and utilize appropriate problem-solving skills. Strong organizational and time management skills. Must lead by example in being deadline/results driven, effectively handling challenges under stressful conditions and demonstrating and encouraging a continuous improvement mindset – building the case for change and leading through others. Is an active learner that is

empathetic to the challenges experienced throughout the business cycles and is passionate about performance improvement and coaching others to maximize their performance. A team builder and effective and trusted business partner. Maintain a "mutual trust and respect" and productive work environment within and between departments.

LANGUAGE SKILLS

Ability to communicate throughout the organization in written and verbal form and effectively present information and respond to questions from groups of managers and customers. Ability to read, analyze and interpret general business periodicals, professional journals, technical procedures or governmental regulations. Ability to write and interpret reports, business correspondence, product drawings, specifications and procedure manuals. Ability to understand, write and communicate training material, standardized work, job instruction sheets, etc. Conduct and facilitate meetings with cross-functional resources.

MATHEMATICAL SKILLS

Higher math skill required – geometry, trigonometry, calculus, etc. Ability to work with mathematical concepts; such as probability and statistical inference. Ability to apply simple math concepts; such as fractions, percentages ratios, and proportions to practical situations. Data driven.

REASONING ABILITY

Ability to solve practical problems and deal with a variety of variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form. Ability to use key analytical metrics to drive improvements. Ability to define current condition, future desired state and actionable items for removing gaps between the two conditions.

CERTIFICATIONS

SS Belt and/or Lean Trainer certifications from a respected source is highly preferred. TPS, Danaher Business System or similar comprehensive business system experience helpful.

Professional Engineer Certification a plus but not required.

PHYSICAL DEMANDS

The physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit; use hands to finger, handle, or feel; and talk and hear. The employee is regularly required to stand, walk, and reach with hands and arms. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to

adjust focus. Ability to work for extended periods of time at a workstation on a computer or similar device. Occasional extended periods of standing, bending, kneeling.

WORK ENVIRONMENT

While performing the duties of this job the employee is typically working in a light industrial work environment with associated noise levels – heated but not air conditioned - to meet and communicate with other personnel to conduct business. Employee will be exposed to temperature and humidity variations through the seasons of the year and may, at times, be outdoors for short periods at any time – walking or travelling between buildings or off-site entities. The employee will also perform part of their work in a typical office environment at a workstation with computers and other equipment with normal levels of noise. Personal protective equipment (PPE) must be worn as required. Overnight travel may be required occasionally.