



Engineering Manager

Department: Corporate

FLSA Status: Exempt

Work Schedule: Day Shift, M-F

Job Status: Full Time

Reports To: VP of Global Business Development

Positions Supervised: Up to 5 Direct Reports

Date Revised: 3/2/2021

POSITION SUMMARY

Plans, organizes, directs, and leads the activities of the advanced engineering functions of the Company. Responsible for the performance of all advanced engineering: including part design, injection mold and die design, tool construction, new program metrology, establishing processes for all new programs and automation design and build. Also responsible for technology development.

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement(s)

1. Reviews and approves plans for the control of engineering effectiveness working with sales and program management for the development of new programs and technology development.
2. Reviews performance against the budget and timing of all programs. Provides reports to subordinates on interpretation of results and approves changes in direction of plans.
3. Develops and presents matters requiring a decision to the VP of Global Business Development.
4. Develops and implements corporate engineering policy.
5. Defines objectives in each area of Advanced Engineering. Develops specific short-term and long-term plans and programs, together with supporting budget requests and financial estimates.
6. Reviews and approves cost control reports, cost estimates, and labor requirements forecasts.
7. Coordinates and collaborates with other departments in establishing and carrying out responsibilities.
8. Reviews and approves budgets required by Advanced Engineering in collaboration with the corporate budget processes.
9. Reviews and approves engineering projects involving major functional changes within the functional areas of Advanced Engineering.
10. Work closely with sales to as a critical player of the new business pursuit and closing team.

MANAGEMENT RESPONSIBILITIES

1. Forward thinking mindset keeping abreast of technology advancements that could benefit the company and customers.
2. Reviews and approves the implementation of plans for Advanced Engineering that support the long-term Company objectives.
3. Establishes objectives and procedures governing the performance of assigned activities. Issues specific annual objectives to immediate subordinates and reviews objectives of the Advanced Engineering staff.
4. Selects and maintains qualified personnel in all positions reporting directly and recommends compensation for them.
5. Identifies training needs, initiates development of subordinates, and recommends effective personnel action,
6. Maintains appropriate communications within area of responsibility.
7. Keeps employees informed as to company and departmental plans and progress.
8. Coordinates activities of assigned units with those of other company units. Seeks mutual agreement on problems involving coordination.

9. Consults with all segments of management responsible for policy or action. Ensures compliance within areas of responsibility. Makes recommendations for improving effectiveness of policies and procedures.
10. Reviews and endorses or revises budget proposals received from direct reports. Submits budgets for assigned activities in accordance with the budget procedure. Approves budget expenses up to authorized dollar amounts.
11. Serves as technical leader to the group and mentor to newer reports and cross functional team.

POSITION QUALIFICATIONS

Competency Statement(s)

- **Organizational Knowledge:** Uses organization's formal and informal relationships and possesses the ability to operate successfully within the parameters of that culture.
- **Customer Focus:** Builds effective relationships, identifies customer expectations, and sees issues from their point of view; offers practical recommendations.
- **Business Acumen:** Knows how business works; demonstrates knowledge of current business practices and future trends. Knows the competition.
- **Leading/Leadership:** Takes charge of a situation and inspires others to act toward the accomplishment of a goal. Displays confidence and knowledge, while remaining approachable, in a variety of business situations.
- **Motivating Others:** Recognizes others' internal motivators and establishes appropriate rewards and consequences that will result in desired performance.

SKILLS & ABILITIES

Education:

B.S. Engineering, Business, or Technical discipline preferred.

Experience:

1. Direct experience in the manufacturing environment either leading or participating with on the shop floor launches.
2. A minimum of 7 years' experience in the field of technical injection molding.
3. A minimum of ten (10) years in mechanical engineering, mold tool development, and stamping development with related responsibilities of customer interface, product design and program build/launch.

Other Requirements

1. Aptitude and experience with program management; APQP; or equivalent combination of education and experience. Expertise in print reading/GD&T experience needed.
2. CAD program experience required. SolidWorks a plus.
3. Injection Mold design experience.
4. Insert molding and metal stamping experience a plus.
5. Experience with close tolerance injection molding or similar components required.
6. Understanding of injection molding process parameters and engineering grade resins.
7. Extensive experience working with multinational industrial and automotive customers is preferred.
8. Management and leadership experience in managing direct reports, and demonstration of capability to deliver results. Sound administration skills, well-developed management skills—principles and people.
9. Experience working in a non-union environment.
10. Interpersonal skills to work within a cross functional team environment, demonstrate leadership throughout an organization, and tendency to enjoy working with people.
11. Business acumen to understand marketplace dynamics, financial measurements, and budget control.
12. Experience working directly with customers to collaborate and promote projects and designs,
13. Good communication skills.
14. Proficiency with all MS Office Suite programs especially MS Project; PowerPoint; and Excel. Ability to assemble technical proposals on PowerPoint and present them, as needed.
15. Demonstrated success with injection mold grooming to tolerance a plus. Overall understanding of the approach, required.

PHYSICAL DEMANDS

Physical Demands

Stand	O (Occasionally)
Walk	O (Occasionally)
Sit	C (Constantly)
Handling / Fingering	F (Frequently)
Reach Outward	C (Constantly)
Reach Above Shoulder	O (Occasionally)
Climb	N (Not Applicable)
Crawl	N (Not Applicable)
Squat or Kneel	O (Occasionally)
Bend	O (Occasionally)

Lift/Carry

10 lbs or less	O (Occasionally)
11-20 lbs	N (Not Applicable)
21-50 lbs	N (Not Applicable)
51-100 lbs	N (Not Applicable)
Over 100 lbs	N (Not Applicable)

Push/Pull

12 lbs or less	N (Not Applicable)
13-25 lbs	N (Not Applicable)
26-40 lbs	N (Not Applicable)
41-100 lbs	N (Not Applicable)

N (Not Applicable)

Activity is not applicable to this occupation.

O (Occasionally)

Occupation requires this activity up to 33% of the time (0 - 2.5+ hrs/day)

F (Frequently)

Occupation requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)

C (Constantly)

Occupation requires this activity more than 66% of the time (5.5+ hrs/day)

Other Physical Requirements

While performing the duties of this job, the employee is regularly required to sit. The employee frequently is required to use hands to fingers, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear. The employee is occasionally required to stand and walk. The employee must occasionally lift and/or move up to 10 pounds. Specific vision abilities required by this job include close vision.