



KONDEX CORPORATION POSITION DESCRIPTION

POSITION TITLE: Manufacturing Engineer
DATE: January 2023
REPORTS TO: Manager of Manufacturing Engineering

POSITION PURPOSE/MISSION:

This position will play a critical role in the improvement of the company's manufacturing capability and performance.

POSITION ACCOUNTABILITIES:

1. Participate in the development of manufacturing strategy within areas of responsibility.
2. Research and benchmark state of the art metals manufacturing processes, including heat treating, automation, and robotics that will optimize safety, quality, throughput, and total cost for current products as well as new product introductions.
3. Equipment conceptualization, specification, qualification, and installation; qualification of processes; acquisition of new or replacement tooling and fixtures, work analysis, ergonomic analysis, rearrangement of layouts, development of new layouts and other projects within the scope of a specific cost center or area.
4. Make recommendations, and initiate quotations and capital appropriations to purchase equipment, fixtures, tooling, and process controls. Establish project parameters and timelines.
5. Plan and lead project implementation.
6. Support new product introductions.
7. Estimate staffing requirements, production times, costs, and capacity to provide data for operational decisions.
8. Maintain and continually improve manufacturing processes in terms of quality, safety, cost, and throughput.
9. Day-to-day project management including the planning, scheduling, and coordination of work activities.
10. Create drawings directly or through others.
11. Create and maintain process documentation.
12. Troubleshoot manufacturing issues.
13. Act as in-house expert on specific processes.
14. Provide coaching and mentoring of peers and operators to help them develop their knowledge and resolve problems.

POSITION CHALLENGES:

1. Investigate, propose, and manage large projects.
2. Manage multiple projects of varying complexity at the same time.

SUPERVISION EXERCISED:

- None

ORGANIZATIONAL RELATIONSHIPS:

1. Confer with suppliers in determining equipment, tooling, and fixture specifications as well as in coordinating project planning, acquisition, and installation.
2. Participates in and/or leads various teams.
3. Interact and/or coordinate work with plant leadership and associates, Product Engineering, Manufacturing Engineering Technicians, and Tech Services.
4. Work with customers and suppliers to understand and solve pertinent issues.
5. Work closely with manufacturing department to develop, coordinate, and implement technical training for associates.
6. Support Sales group with quote preparation or with cost reduction initiatives.

QUALIFICATIONS:

Minimum Technical Qualifications:

- Bachelor of Science in Engineering or extensive equivalent practical experience.
- Five or more years of manufacturing engineering experience.
- Three or more years of Project Management experience.
- Experience benchmarking state of the art manufacturing equipment and processes.
- Experience with Industrial Controls and familiarity with automation.
- Experience in the acquisition and installation of new equipment and processes.
- Working knowledge of Microsoft Office.
- Cost estimation and quote development experience.
- Experience with 3D solid modeling software, preferably SolidWorks.

Preferred Technical Qualifications:

- Experience with metals, stampings, coatings, heat treating, and assembly.
- Experience with programming robotics, PLC's, and CNC's.
- Experience with Lean Six Sigma tools, preferably Green Belt Certified.
- Understanding of geometric dimensioning and tolerancing techniques.
- Detailed knowledge of drawing techniques and standards.

Highly Desirable Behavioral Competencies:

- 1) Adaptability – open to and actively solicit new ideas and opinions. Flexible to change.
- 2) Assertiveness – readily offer opinions and take action even when their position may be unpopular.
- 3) Communication – demonstrated ability to work effectively with cross-functional work groups including suppliers, customers, and associates, both verbally and in writing. Excellent listening skills.
- 4) Creativity – generate original ideas, encourage new ways of thinking, explore options, and develop innovative solutions.
- 5) Diplomacy – skilled at handling situations without arousing hostility.
- 6) Energy – have the stamina and endurance to maintain a fast pace and continue to produce.
- 7) Initiative – proactive and take action without being prompted.
- 8) Organization & Planning – manage time wisely and effectively prioritize multiple competing tasks.
- 9) Presentation Skills – written and verbal.
- 10) Problem Solving & Decision Making – identify and solve problems, act decisively, and show good judgment.
- 11) Relationship Building – establish and maintain networks, utilizing them to facilitate business transactions.

12) Strategic Thinking – act with the future in mind.

13) Team Player – respond to requests from other parts of the organization and support larger legitimate organizational agendas.

CULTURE:

- Follows Kondex Values & Beliefs

TRAVEL:

- Minimal.

SAFETY and HOUSEKEEPING:

- Adhere to Kondex safety and housekeeping standards and procedures.