



Job Title: Engineering Manager
Department: Engineering
Reports To: Operations
Direct Reports: Yes
FLSA Status: Exempt

Job Summary

The purpose of the Engineering Manager role is to direct activities that ensure manufacturing processes, equipment, and product configuration (BOM's, Routers) support the requirements of Manufacturing Operations. Additionally the Engineering Manager role directs activities to reduce costs through improved process and material flow, decreased labor and reduced scrap.

Job Duties

- Manage activities to implement and maintain a robust manufacturing process.
- Manage activities to maintain equipment in operational condition.
- Lead Improvement and Cost Reduction initiatives identifying and solving problems by utilizing of Lean & Six Sigma tools (DMAIC).
- Maintain costs and expenditures to meet budget and forecast requirements.
- Develop the knowledge and skill base of the Engineering staff in support of the strategic priorities.
- Set clear goals and priorities for the Engineering staff.
- Direct the sustaining and project related activities in support of the strategic priorities.
- Develop strategies, systems and methods for achieving the strategic priorities.
- Regularly report the results of activities to Management.
- Effective communication of any and all configuration changes (labelling, BOM changes) to SC and Plant management.
- Support the dissemination and maintenance of the company culture.
- Direct and manage the activities of direct reports.
- Other duties as assigned

Impact

- Ensure cost containment levels are maintained
- Recommend/Design processes/machines for streamlining work
- Analyze potential areas for savings or efficiencies.
- Material scrap cost (as related to the manufacturing process).
- Equipment down time (as related to the equipment failure and PM time).
- Process labor time.
- Performance to Budget.
- Employee development (training against defined goals and metrics).
- Effective change management

Safety Responsibilities

All department managers are responsible and senior management will hold them accountable for supporting safety within the workplace.

Department managers will take a leadership role in the safety program by accepting responsibility for losses occurring under their supervision. Among a department manager's responsibilities are:

- Enforcing safety rules and regulations within the workplace fairly and equally for all employees.

- Promoting Safety Committee meetings to address hazards, conditions or changes in procedures.
- Promoting documented self-inspections to identify unsafe conditions and hazards.
- Recognizing department employees who promote safe practices.
- Participating in safety meetings, providing direction when appropriate.
- Supporting periodic safety inspections.
- Reviewing safety function parameters, making appropriate changes in procedures.
- Participating in accident investigations to determine root causes and control
- Taking corrective action as appropriate.

Independent Judgment

- Oversight and control of assigned projects.
- Determine best in class frameworks, systems and processes.

Analysis/Problem Solving

- Ability to read, analyze, and interpret common scientific and technical journals, financial reports, and legal documents, including customer specifications, blue prints, and technical procedures.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, diagram, or schedule form.

Communication

- Ability to respond to common inquiries or complaints from internal customers and management.
- Ability to effectively present information to top management and customer/client groups.
- Develops and maintains respect and harmony with all employees and management

Skills/Technical Skills

- Communication Skills
- Process expert
- Basic computer and math skills
- Ability to work any shift including 2nd and 3rd shifts
- Adaptability
- Analytical Thinking
- Customer Focus Decision Making
- Develops Others
- Influence
- Initiative Planning and Organization
- Results Oriented
- Risk Management
- Stewardship of Resources
- Stress Management Teamwork and Team Leadership
- Values and Ethics
- Vision
- Six sigma and lean certification
- Ability to communicate clearly verbally and in writing.
- Experience with plant transfers and new product introduction

Knowledge

- Understands regulated type industries a plus

- Knowledge of medical device manufacturer and supplies knowledge preferred
- World-class manufacturing knowledge preferred

Physical Requirements

- While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel; and reach with hands and arms and talk or hear. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Education

- Bachelor's degree in Engineering

Experience

- Minimum of 3 years in Medical industry knowledge/experience.
- Technical knowledge through education and work experience relating to the applicable manufacturing processes and equipment.