



Principal Technology Development Engineer IV

EMPLOYMENT AGREEMENT: Exempt

ADVISOR: VP of Global Engineering

PRIMARY CHARACTERISTICS:

- **Principles:** Supports and models the company's principles that are identified in the Declaration of Belief and Direction Statement, in all areas of conduct and business.
- **Professionalism:** Represents Reell in a fair, genuine and trustworthy manner.
- **Industry Understanding:** Able to understand and research the technical applications and related market drivers that lead to Customer satisfaction. Able to develop a strategic technology approach to market need. Understands historical approaches and their related strengths and weaknesses.
- **Methodical:** Uses structured problem solving techniques and work habits to diagnose and resolve issues. Deploys data driven decisions.
- **Communication:** Provide clear, concise and regular communication on program status, customer visits, challenges, risks, actions and business potential to appropriate leaders, individuals and teams.
- **Continuous Improvement:** Pursues and implements process improvement and efficiency gains. Utilizes educational and industrial benchmarking techniques to understand state of the art manufacturing methods that help Reell achieve and deliver World Class solutions.

KEY RESPONSIBILITIES:

- **New Technology Development:** Responsible for developing and implementing strategic and tactical initiatives that generate intellectual property. Assures the development of new technologies for new products, tooling, and automation approaches. Participates in periodic design reviews of technology development.
- **Strategic Planning:** Contributes to the development, communication, and implementation of technology initiatives supporting the corporate direction. Participates in strategic planning of technology roadmaps. May attend and participate in industry trade shows, key customer account visits and conduct background research that is used in the development of technology roadmaps or other initiatives. Able to discern critical characteristics and value propositions in the eye of the Customer and relative to competition.
- **Invention:** Able to generate new technology and product concepts from scratch. Contributes ideas directly and is able to evaluate the strengths and weaknesses of various approaches.
- **Engineering:** Able to provide a hands on engineering approach through calculation, modeling, fabrication and testing. Identifies critical parameters and coordinates the appropriate design of experiments.
- **Coworker Training:** Provides training and assures the appropriate implementation of new technology. Develops design guides and applicable analysis tools as necessary to enable efficient implementation across the engineering organization.
- **Intellectual Property:** Cooperates with the VP of Engineering and IP Manager to assure the establishment and implementation of an Intellectual Property Road Map. Reviews internal Invention Disclosures and participates in the dispositions thereof. Research's competitive IP and develops an understanding of trends and strategic threats.

- Other duties as assigned.

SKILLS REQUIREMENTS:

- Technical innovation and creativity
- Component and mechanism design
- Demonstrated contributions in IP creation
- Industry and technical knowledge
- Customer focus
- Demonstrated informal leadership skills
- Effective communication & comprehension
- Change facilitator
- Time and task management
- Continuous learning
- Proficient in generating engineering analysis calculations (stress, kinematics, free body diagrams)
- Strong understanding of Geometric Dimensioning and Tolerances (GD&T)
- Strong hands-on problem solving skills including test development and data analysis
- Thorough understanding of: Statistical Process Control (SPC) data and methods
- Experience with metrology and material science issues
- Strong 3D modeling experience
- Basic fabrication skills
- Proficiency in MS Office (Excel, PowerPoint, Word)

EDUCATION AND WORK EXPERIENCE REQUIREMENTS:

- Four Year College Degree in an Engineering Discipline (BSME, BSAE) from an accredited University
- Eight years professional experience in new product design including technical research or six years with Master's Degree
- Six years' experience in a manufacturing environment
- Six years experience with customer communication, requirements definitions, report generation, vendor interaction and engineering documentation.

PREFERRED REQUIREMENTS:

- Advance degree in a technical major
- Advanced FEA experience and other modeling techniques
- Advanced experience with DOE and statistical process engineering techniques
- Advanced experience in value engineering techniques (DFM, DFMA, FAST)
- Extensive 3D modeling experience
- Competency in Project Management
- Competency in Cost Estimating
- Experience with multiple manufacturing processes
- Experience working in an ISO registered facility
- Six Sigma Black Belt Certified

PHYSICAL REQUIREMENTS:

- Able to lift 25 lbs when needed
- Able to work in a manufacturing, lab and office setting
- Potential travel including international