



Mechanical Engineer II

EMPLOYMENT AGREEMENT: Exempt

ADVISOR: VP of Global Engineering or as assigned

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.
- **Team Work:** Works as an integral part of a Project Deployment Process (PDP) team. Prioritize activities based on project and team requirements. Communicates effectively with internal and external customers.
- **Customer Focus:** Effectively communicates with customers to define product requirements and development plans.
- **Methodical:** Uses structured problem solving techniques and work habits to diagnose and resolve issues. Deploys data driven decisions.
- **Continuous Improvement:** Pursues and implements process improvement and efficiencies 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:

- **Project Deployment Process (PDP):** Develops product design requirements of new product introductions under minimal advisement. Participates as an individual contributor in PDP Process. Provides PDP deliverables and Project Gate Review requirements. Participates in technical design reviews and product design failure mode effect analysis. Provides costing estimates and project resource estimates. May provide direction to technicians, designers, drafters and other functional groups to complete tasks.
- **Design Control:** Manages post production release design changes and configuration additions. Works with Customers, Sales and Operations to determine appropriate integration of changes. Appropriately manages deviations to internal and external prints.
- **Engineering Change Requests/Notifications:** Prepares the organizational structure of design documentation working with manufacturing and sourcing. Approves prints and Bill of Materials. Processes ECR's as required.
- **Material Review Board (MRB):** May participate in the material review board. Provides design input into the disposition of discrepant materials and product. Competes documentation including DPD's, IQC part review and inspection reports. Generates process and document improvement on best practices and design guides.
- **Product Verification and Validation Testing:** Generates test plans and reports that demonstrate product reliability in support of new product introduction. Able to design, document and implement test plans for new applications to ensure that new designs will meet all customer requirements and expectations.
- **Engineering Work Orders (EWO's):** Fulfills intercompany requests for the support of Engineering Work Orders as requested by others.

- Corrective Action Preventative Action: Represents Engineering and participates in CAPA activities related to the on-going support. Works in conjunction with Quality to determine root cause analysis and proper customer communication.
- Tooling Design: Generates tooling and equipment designs under minimal advisement of Senior Engineers. Generates and Maintains documentation of production tooling using Standard Operating Procedures.
- Equipment Qualification: May be involved in the development and execution of Equipment validation and qualification. Facilitates or completes Equipment Qualification Checklists. Verifies the process capability of tooling, ensuring that it meets internal and external customer requirements for PPAP or equivalent.
- Customer and Supplier Contact: Customer contact as required to resolve questions concerning designs. Assists with supplier contact as required resolving design questions. Assists with obtaining engineering data for sales in response to Customer requests.
- Research and Development: Develops new technology or innovative solutions with minimal advisement.
- Other duties as assigned.

SKILLS REQUIREMENTS:

- Continuous Learning
- Effective Communication & Comprehension
- Innovation
- Industry and Technical Knowledge
- Quality Focus
- Tenacity
- Time and Task Management
- Ability to development new product within current technology
- 3D solid modeling
- Able to generate engineering analysis calculations (stress, kinematics, free body diagrams)
- Finite Element Analysis
- Statistical Process Control (SPC) Data and Methods
- Geometric Dimensioning and Tolerancing (GD&T)
- Hands-on problem solving skills, test development and data analysis
- Proficiency in MS Office (Excel, PowerPoint, Word)
- Basic fabrication skills
- Basic metrology skills

EDUCATION AND WORK EXPERIENCE REQUIREMENTS:

- Four years Technical College Degree in an Engineering Discipline (BSME) or equivalent
- Two years professional experience or MS plus one year of work experience
- Two years minimum experience in manufacturing environment required
- Two years Required in one of the following manufacturing disciplines: High volume production, assembly of precision mechanical devices or automation equipment

PREFERRED REQUIREMENTS:

- Advance Degree in a Technical Major
- Proficient in Solid Works MCAD system
- Experience to multiple manufacturing processes
- Experience with Value Engineering Techniques
- Experience with Statistical Process Engineering Techniques
- Experience with Cost Estimating
- Experience working in an ISO registered facility

PHYSICAL REQUIREMENTS:

- Able to lift 25 lbs when needed
- Able to work in a manufacturing and office setting
- Business related travel as required (domestic and international) (0-6 trips/year)