

Mechanical Engineer I / Mechanical Engineer II



3 openings for Mechanical Engineer I or II

Join a values-based, ESOP (employee-owned) company where *YOU* are a top priority!

Reell Precision Manufacturing is a leading provider of innovative position and motion control solutions, delivering high-quality precision products that optimize performance and efficiency throughout a diverse global market.

The company was named “Reell” (ray-El’); a German word meaning *honest, trustworthy* and *good* to reflect these foundational values. After 50+ years in business, we continue to strive to fulfill the promise of these words in our products, services and our relationships with customers, shareholders, co-workers, suppliers and the community.

Are you a passionate and driven Mechanical Engineer looking to take your career to the next level? Join our dynamic team where innovation meets hands-on experience! We are seeking a **Mechanical Engineer I or II** to become an integral part of our workforce, collaborating with a diverse team of engineers dedicated to product and automation design and development.

As a key member of our engineering team, you’ll be working in an environment that fosters growth, learning, and professional development. We’re looking for individuals who are eager to learn, build, and make a meaningful impact while contributing to continuous improvement across our projects. If you are professional, a team player, customer-focused, and methodical in your approach to problem-solving, we want you to help shape the future of engineering with us.

Primary Responsibilities

- **Project Deployment Process (PDP):** Works with senior engineers to develop product design requirements for new products, contributes to the PDP process, provides deliverables and project gate review requirements, participates in design reviews, and estimates costs and resources. May guide other teams to complete tasks.
- **Design Control:** Manages design changes and configurations after product release, collaborates with customers, sales, and operations to implement changes, and handles deviations to design documents.
- **Engineering Change Requests (ECRs):** Prepares design documentation, approves prints and Bills of Materials, and processes ECRs as needed.
- **Material Review Board (MRB):** Participates in reviewing discrepant materials, provides design input, and contributes to process and documentation improvements.
- **Product Testing:** Creates test plans and reports to ensure product reliability for new introductions and helps design and implement tests to meet customer requirements.



- **Engineering Work Orders (EWOs):** Supports intercompany requests for engineering work orders from other departments.
- **Corrective Action Preventative Action (CAPA):** Works with Quality to investigate root causes, take corrective actions, and communicate with customers.
- **Tooling Design:** Designs and documents production tools and equipment as directed by senior engineers.
- **Equipment Qualification:** Assists in validating and qualifying equipment, ensuring tooling meets customer requirements for PPAP or equivalent.
- **Customer and Supplier Contact:** Communicates with customers and suppliers to resolve design-related questions and provides engineering data as needed.
- **Research and Development:** Supports the development of new technologies and solutions under the guidance of senior engineers.

Minimum Qualifications

- Four-year Technical College Degree in engineering discipline (BSME, BSMS, BSEE) or equivalent
- Coursework in computer aided engineering, FEA, Materials, Manufacturing Processes and DOE.

Reell Precision Manufacturing offers competitive compensation and benefits. For this exempt position, the pay range is expected to be between \$70,000 – \$90,000 annually. Please note that the pay range is a good faith estimate of the position at the time of posting. Actual compensation will be dependent on factors, including but not limited to, the individual's qualifications, experience, knowledge, skills and abilities, as well as the actual work location.

Benefits include:

- Medical insurance options with employer contribution to Health Savings Account
- Flexible Spending Account options
- Dental, Vision, Life and Disability benefits
- 401(k) with employer match
- Employee Stock Ownership Plan (ESOP) with employer contribution toward employee retirement
- Discretionary bonus plan
- Paid Time Off (PTO)
- Community Involvement Opportunities
- Education Program
- Hybrid work opportunity, up to two days remote per week, for qualifying jobs

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Reell Precision Manufacturing provides equal employment opportunity (EEO) to all employees and applicants without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or any other status protected by applicable federal, state, and local laws.