



**Rantec Power Systems Inc.
Los Osos, California**

Job Description

Title: Mechanical Engineering Manager

Date: May 2026

Department: Engineering

FLSA Status: Exempt

Reports To: EVP

Scope

Provide technical and administrative leadership to the Mechanical Engineering, PCB Design/Layout, and Drafting teams. Establish priorities, assign resources, and manage project execution within the Mechanical Engineering work group. Oversee the design, layout, and packaging of power supplies and electronic assemblies for harsh operating environments in accordance with customer specifications, documentation requirements, and Rantec quality procedures. Establish, maintain, and improve mechanical engineering design standards, guidelines, and procedures.

Essential Duties and Responsibilities

- Oversee the design and development of electronic packaging and mechanical assemblies capable of withstanding environmental conditions including shock, vibration, temperature, humidity, and other customer-specified requirements.
- Provide technical leadership for mechanical design, electronic packaging, thermal management, structural integrity, vibration survivability, materials selection, manufacturability, and product reliability.
- Lead and/or review thermal, structural, and vibration analyses using appropriate analytical methods and FEA tools.
- Coordinate environmental and qualification testing to verify conformance with customer requirements, Rantec design specifications, and applicable internal procedures.
- Interface with customers during technical reviews, design reviews, teleconferences, and program meetings.
- Manage and provide oversight to mechanical engineering, drafting/design, and, as applicable, circuit board layout resources supporting product development and production programs.
- Ensure the team develops complete mechanical design packages for manufacturing, including drawings, models, bills of material, mechanical parts estimates, tooling estimates, and supporting documentation.
- Provide oversight for the design of tooling, fixtures, and assembly aids required to support manufacturing and production operations.
- Participate in product development, design reviews, and product concept generation with emphasis on performance, reliability, manufacturability, cost reduction, and appropriate use of new technologies.
- Manage design resources through all phases of the design process, including concept development, detailed design, prototype build, qualification, production release, and sustaining support.
- Develop and implement new design strategies to reduce cost, improve product performance, increase reliability, and support efficient manufacturing.
- Direct team members in the development and revision of design guidelines, design criteria, standard practices, and engineering procedures in accordance with the Rantec AS9100 Quality Management System.

- Support engineering change control, configuration management, root-cause analysis, corrective actions, and continuous-improvement activities related to mechanical design and production issues.
- Collaborate with Electrical Engineering, Program Management, Quality, Manufacturing Engineering, Materials, Test, and Operations to resolve technical issues and meet program cost, schedule, quality, and performance objectives.
- Communicate with outside vendors, suppliers, consultants, and technical experts with a focus on product improvement, manufacturability, cost, reliability, and supplier capability.
- Select, mentor, train, and evaluate personnel to ensure effective department performance, technical development, and timely execution of projects.
- Evaluate team and individual performance and make recommendations regarding compensation, staffing, training, and organizational needs.
- Support proposal efforts by providing technical input, design concepts, risk assessments, schedules, labor estimates, tooling estimates, and material/cost inputs as required.
- Travel as needed to support customer meetings, supplier visits, design reviews, production issues, audits, and program requirements.

Qualification Requirements:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position requires access to our export-controlled commodities, technical data, technology and services. These items are restricted under the International Traffic in Arms Regulations (ITAR) to U.S. Citizens, Lawful Permanent Residents of the U.S. and properly licensed foreign persons. Therefore, employment is contingent on compliance with ITAR regulations and successfully obtaining and maintaining the necessary export authorization license from the U.S. Department of Commerce's Bureau of Industry and Security, U.S. Department of State's Office of Defense Trade Controls, or other applicable government agency.

Education and Experience

- Bachelor's degree in Mechanical Engineering required.
- 8+ of mechanical engineering experience preferred, preferably in electronic packaging, power electronics, aerospace, defense, or other ruggedized product environments.
- Demonstrated ability to lead, mentor, and direct members of a technical work group or engineering team.
- Experience with CAD tools for electronic assemblies; SolidWorks experience required or SolidWorks Simulation or equivalent analysis-tool familiarity desirable.
- Experience performing or reviewing thermal, structural, and vibration analysis using FEA techniques.
- Experience with conduction-cooled liquid cooled, and convection-cooled electronic systems.
- Knowledge of circuit board construction, fabrication methods, surface-mount technology, electronic assembly practices, and mechanical constraints affecting PCB design.
- Experience with mechanical design for electronic assemblies operating in high-shock, high-vibration, and harsh environmental conditions.
- Working knowledge of materials, finishes, fasteners, tolerancing, sealing, corrosion prevention, and design for manufacturability.
- Experience working within an AS9100, ISO 9001, aerospace, defense, or similarly controlled quality-management environment preferred.
- Experience supporting environmental qualification testing, production release, sustaining engineering, supplier coordination, and root-cause/corrective-action activities preferred.
- Ability to successfully execute duties under schedule pressure and manage multiple priorities across concurrent programs.
- Excellent communication, leadership, organizational, and problem-solving skills.

Physical Requirements

The physical demands described here are representative of those that must to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is required to remain in a stationary position consistently and move about the inside of the facility to review and monitor progress of parts through production floor.
- Operates a computer and other office productivity machinery, such as; calculator, copy machine, printers, etc.
- Frequently lifting and handling items less than 10 lbs with occasional lifting up to 40 lbs.
- Occasionally ascending or descending ladders, stairs, and the like to meetings and to access various facility locations.

Employee signature below constitutes the employees understanding of the requirements, essential functions and duties of the position.

EMPLOYEE NAME (PRINTED): _____

EMPLOYEE SIGNATURE: _____ **DATE:** _____

Rantec is proud to be an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or status as a protected veteran. Rantec will consider reasonable accommodation to its policies for employees and applicants due to sincerely held religious belief.