

Job Description

Position: Manufacturing Engineer **Date:** August 2026
Department: Engineering **FLSA Status:** Exempt
Reports To: Engineering Manager

Scope

Manufacturing Engineer is the owner of product manufacturability. They will develop and monitor manufacturing processes and tools to ensure products are built in an efficient, timely, and cost-effective manner, while maintaining quality and safety.

Essential Duties and Responsibilities, including, but, are not limited to the following:

- Develop and maintain expertise in “Best Practice” Electronics Assembly and Systems Integration.
- Partner with Design Engineering from product inception to ensure Design for Manufacturability (DFM) guidelines are followed.
- Review and approve all new product engineering documents as the Manufacturing DFM Gatekeeper.
- Ensure assigned products are successfully transferred from design to manufacturing.
- Identify, design, procure, and validate all fixtures, tooling, and equipment needed to meet business plan.
- Using Lean concepts, design and document manufacturing methods that meet production cost targets.
- Photo-document production processes and create detailed Assembly Instructions (AI), Manufacturing Operation Instructions (MOI), Training Courses (TC), Job Breakdown (JB), Process Control Plan (PCP) and other technical documentations to control the method of manufacturing.
- Maintain and improve production documentation and tooling, as required.
- Manage tasks and suppliers to meet schedule demands.
- Resolve production problems quickly and effectively through responsive engineering support.
- Monitor & audit production processes for efficiency, throughput, and safety improvements.
- Monitor defect trends and evaluate scrap events for process improvements and error-proofing.
- Participate in Materials Review Board to disposition non-conforming material and write rework instructions.
- Participate in all stop-light meetings and RCCA Analyses as a key contributor.
- Manage and implement recommendations for product labor standard, setup times, machine times or queue times for updates.
- Pursue Professional Development opportunities to maintain and improve engineering competence
- Ability to work flexible hours and/or different shifts, if needed.
- Ability to work in a safe professional manner adhering to all regulatory requirements including OSHA, EPA, State and Federal Regulations.
- As the Company’s success relies on the productivity of our team and adherence to customer product schedules, an essential function of this position is the ability to arrive to work on-time, and work each day, as scheduled.
- Perform other duties as assigned.

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

- BS degree in a related Engineering discipline
- 3+ years' experience working in a manufacturing environment preferred.
- Sound reasoning skills (critical thinking) in risk assessment and regarding acceptance/rejection of material.
- Knowledge in electrical and mechanical assembly and inspection requirements including current industry standards
- CAD/CAM/GD&T
- 6S and Lean Manufacturing
- Statistical Process Control methodology
- Proficient in Microsoft Office
- Ability to communicate effectively with all levels of employees as well as outside sources

Physical Requirements

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

- Work within a factory environment, including moderate noise and chemical odors
- Moving between sitting, standing, walking and climbing stairs daily to collect information from employees across numerous work sites.
- Operate a computer and office machinery.
- Frequently lifting and handling up to 10 pounds and periodically lifting up to 25 pounds.
- Occasionally ascend stairs.
- Specific vision abilities required by this job close vision, distance vision, peripheral vision, depth perception and the ability to focus, with correction.

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

EMPLOYEE NAME (PRINTED): _____

EMPLOYEE SIGNATURE: _____ **DATE:** _____

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