

	<b>ENGINEERING MANAGER</b>	Page 1 of 4
		AD4010-23
		Rev: D

**Printed Document is Uncontrolled**

**POSITION TITLE:** Engineering Manager  
**DEPARTMENT:** Manufacturing Engineering  
**REPORTS TO:** Chief Operating Officer

Habco Industries is a key provider of tools, ground and test support equipment that serves the Aerospace Industry; both fixed and rotary winged aircraft. Our customers range from the largest aerospace OEMs in the world, to end users of the aircraft, including both commercial and military applications. Habco is a Lean focused organization that has a 50 year history of quality & customer focus in the industry.

For the past 5 years, the company has grown significantly, expanding both the type and caliber of work we manufacture for our diversified portfolio of customers. Our rapid growth has also led to double digit increases in our employee base for the past 2 years. The key to our talent selection process, is finding the right “fit” for our culture. As we tell every candidate we meet with, our culture is extremely unique and definitely not for everyone. It’s not only an extremely fast paced environment, but it’s also a complex business model; extremely low volume, but high mix. In fact, we have the capability and expertise to manufacture as many as 1,000 different products, requiring the purchase of as many as 15,000 detail components on an annual basis. Couple that with our ability to procure 3,000 – 5,000 finished goods annually, and you can immediately understand the complex nature of our environment.

Given our ongoing growth plans, we are actively seeking a high energy, experienced engineering professional to lead our Manufacturing Engineering Team. This position will be responsible for effectively managing all activities related to the design, modification, improvement and testing of products and test equipment produced in our manufacturing facility.

**1.0 POSITION SUMMARY:**

Leads the Engineering team thru LEAN deployment at HABCO. This is done by managing the development of LEAN production equipment and flow processes, the optimization of product resources, the management of longer term policy deployment projects and enhancement of the engineering knowledge base and talent pool in areas critical to HABCO.

Directs and coordinates activities of the engineering department engaged in the design and manufacture of test components, HABCO products, and systems by performing the following duties personally or through subordinate personnel

**HABCO is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.**

**All candidates must be a U.S. Citizen or currently have a Green Card to comply with ITAR regulations.**

	<b>ENGINEERING MANAGER</b>	Page 2 of 4
		AD4010-23
		Rev: D

***Printed Document is Uncontrolled***

**POSITION TITLE:** Engineering Manager

## 2.0 PRIMARY RESPONSIBILITIES / DUTIES:

- Directs departmental activities to design new products, modify existing designs, improve production techniques, and develop test equipment and associated procedures.
- Resolves engineering or manufacturing problems by implementing solutions that involve new techniques, technologies, or concepts.
- Analyzes technology trends, human resources needs, and market demands to plan and propose new engineering projects.
- Interfaces with senior management, production, marketing and other staff to determine engineering feasibility, cost effectiveness, and customer demand for the development of new and the modification of existing products.
- Owns Policy Deployment for Engineering and successfully heads PD team to achieve short term, mid-range, and long term goals. Works to create balanced scorecard metrics for the Engineering department.
- Holds regular Management Review meetings where important or topical issues are discussed with department.
- Forecasts operating costs for the department, reviews budget requests and participate in the development of operating budgets if needed.
- Advises management of new developments which may affect profit, schedule, costs, customer relations, and/or inter-departmental relations.
- Provides direction and example relative to the interpretation and application of company policies and procedures applicable to engineering activities.
- Maintains a working knowledge of new technologies in order to improve operations, and to develop recommendations accordingly.
- Participates in the implementation of safety policies and procedures to ensure employees operate in a safe and healthy manner.

**HABCO is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.**

**All candidates must be a U.S. Citizen or currently have a Green Card to comply with ITAR regulations.**

	<b>ENGINEERING MANAGER</b>	Page 3 of 4
		<b>AD4010-23</b>
		<b>Rev: D</b>

**Printed Document is Uncontrolled**

**POSITION TITLE: Engineering Manager**

### **Supervisory Responsibilities**

- Directly supervises employees in the Engineering department. Carries out supervisory responsibilities in accordance with company policies and applicable laws. Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems. An added focus on establishing a formal internship program should be made.

**Essential Duties and Responsibilities include the following. Other duties may be assigned.**

- Plans and manages the design & optimization of production equipment and engineering resources around the LEAN philosophy.
- Reviews/improves product specifications and designs, using such LEAN tools as DFM and VOC and the Toyota Product Development process.
- Oversees the technical integrity of the manufacturing documentation and the Engineering change process
- Identifies and installs and maintains process controls for all key process parameters
- Interfaces with customers on all aspects of products and product performance as required.
- Interfaces with Suppliers/manufacturers on issues relating to manufacturing, testing and production. Works with VP of Ops on external or internal kaizen events on supply chain management.
- Reviews and analyzes proposals submitted to determine justification of expenditures.
- Plans personnel development, succession planning and technical cross training to achieve a dynamic and robust engineering function
- Keeps engineering internship program on-going with help of VP of Ops recruits. Participates in job fairs and other networking events to increase Habco's visibility.
- Develops and implements methods and procedures for monitoring projects, such as preparation of records of expenditures and research findings, progress reports, and staff conferences, in order to inform management of current status of each project.

**HABCO is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.**

**All candidates must be a U.S. Citizen or currently have a Green Card to comply with ITAR regulations.**

	<b>ENGINEERING MANAGER</b>	Page 4 of 4
		AD4010-23
		Rev: D

**Printed Document is Uncontrolled**

**POSITION TITLE: Engineering Manager**

**3.0 MINIMUM QUALIFICATIONS:**

(ALL qualified candidates MUST meet ALL of these Minimum Qualifications. No exceptions.)

- Bachelor’s Degree in Manufacturing Engineering
- 7-10 years of manufacturing engineering experience in the aerospace industry, with a minimum of 3 years in a managerial capacity.
- Thorough understanding and broad application of Manufacturing Engineering technical standards, principles, theories, and techniques
- Ability to provide technical solutions to a range of challenging problems with creative, practical solutions that are consistent with organizational objectives.
- Capable of working under minimal or no supervision and presents work upon completion for review of technical judgment and overall adequacy.
- Understands the impact of their work generally results in crucial program delays and wasted resources.
- Works with both internal and external contacts, and often represent the organization in developing solutions to complex technical issues.
- Candidate must be able to work and lead in a fast paced manufacturing environment, continually seeking solutions to productions issues and improving overall efficiency of the shop floor.
- Candidate must be “Hands on type person, who also has the ability to teach”
- This position requires use of information which is subject to the International Traffic in Arms Regulations (ITAR). All accepted applications must be U.S. Persons as defined by ITAR (U.S. citizen, U.S. Permanent Resident, Political Asylee, or Refugee).

**4.0 PREFERRED QUALIFICATIONS:**

- Knowledge of NFPA T2.24.1 R1-2000 Systems Standard for Stationary Machinery
- Knowledge of drafting standards Y14.5M-1994; Y14.38M and Y14.100M
- An understanding of applicable ASTM standards
- Knowledge of process control & measurement instrumentation including: pressure, temperature, level, flow, force and torque.
- Strong knowledge of MS Access, Word, and Excel
- Knowledge of Lean Manufacturing, Kanban and 5S
- Knowledge of ISO9000 and AS9100 requirements
- Familiarity/experience with lean manufacturing, Kaizen events, and continuous improvement techniques (i.e. RCCA, Six Sigma methodology), a plus
- Proficiency in Epicor 10 or strong knowledge of ERP systems

**HABCO is an equal employment opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.**

**All candidates must be a U.S. Citizen or currently have a Green Card to comply with ITAR regulations.**