

POSITION: Manufacturing Engineer – Metal Fabrication

SUMMARY

Department: Manufacturing Support	Department No: 011101	
Reports to: Engineering Manager	Reporting Employee: None	
Work Schedule: 7:00 am – 4:30 pm or some variation thereof, Monday – Thursday 7:00 am – 11:00 am Friday. Overtime will be requested based upon business need and may be mandatory.	Location: Kenyon	
Exemption status: Exempt	Job Code: 1010	
EEO Code: Professionals	Work Comp Code: 8110 A	Approval: PA0414

The incumbent is accountable for improving profitability by providing hands-on technical oversight (process and product) of our manufacturing operations in a wide range of engineering functions; including process flow, ergonomic/safety studies, cost control, plant layout, equipment requisition/disposition, project management, and special projects as assigned. The Manufacturing Engineer works collaboratively with internal customers in continuous improvement initiatives within the established department and company.

ESSENTIAL DUTIES & RESPONSIBILITIES

Develop efficient process flow and production requirements.

- Develop and maintain processes as required for in house fabrication.
- Assist with project requirements including engineered drawing review, raw materials need, assembly sequences and template review.
- Conduct First article inspections on completed assemblies to assure quality and esthetic requirements are met.
- Participates in and leads team and company continuous improvement activities.
- Develops process improvements for the procurement, storage, machining, and assembly of product.



- Provides detailed technical knowledge of metal fabrication processes within the department including, but not limited to welding, tube bending, shearing, sawing, breaking, punch presses and robotic welding.
- Train's operators and Team Leads on lean improvements or new initiatives to improve efficiencies.

Provide technical support to all company personnel

- Provides technical manufacturing support based upon project assigned including problem solving, fabrication of product, equipment operations, product finishing, electrical, machine maintenance, quality inspection, installation or repair of products, technical expertise to internal Plymold customers, and other required job tasks of the work cell/project.
- Uses CAD/CAM software in collaboration with Design Engineering to program all shop floor equipment.
- Uses Solidworks to create component drawings for production.
- Provides Technical support to supply chain to assist in material assessments and deviations.
- Determines and develops the tooling required to maximize our production performance.
- Works with equipment and tooling vendors to determine the ideal equipment and tooling required for our applications.
- Work directly with necessary personnel to address shop floor issues and manufacturing concerns, ensuring continuous product and process improvements.
- Assist with project requirements including engineered drawing review, raw materials need, assembly sequences and template review.
- Works with Sales to provide product costs for custom or modified products.

- Assist with the development of a standardized procedure for production, creating efficiency and cost control; creates and maintains process control documents (PCD) and operator standard work.
- Other projects as assigned.

Assists and leads continuous improvement initiatives

- By defining process flows
- By Managing for Daily Improvement (MDI)
- Utilizing an Accountability Board
 - Defined performance measures
 - Established stretch goals
 - Monitor progress
 - Implement countermeasures daily to improve performance
 - Sustain the gains through standard work
- By driving cross-training to improve performance and flexibility.



Serves as an accountable team member

- Promotes positive team performance and effective work performances.
- Exhibits enthusiasm for satisfying the customer and being part of the team.
- Demonstrates initiative in taking work assignments and completing them professionally.
- Exhibits sound judgment in completion of all work.
- Exhibits courtesy to both customers and co-workers.
- Seeks out and utilizes all available resources as they apply and recognizes others' expertise and achievements.
- Delivers on commitments and ensures quality of work and product.

PHYSICAL DEMANDS

To perform this job successfully, the employee-owner must be able to perform each essential duty satisfactorily. The demands described here are representative of those an employee-owner encounters while performing the essential functions of the job. Reasonable accommodations may be made to enable employee-owners with disabilities to perform the essential functions. Required demands include:

- Manual dexterity -- Ability to be able to move your hands quickly to grasp, manipulate, or assemble.
- Extent Flexibility -- The ability to bend, stretch, twist, or reach with your body, arms, and/or legs. Typically bends, stoops, and turns/pivots to move perform production activities.
- Trunk Strength -- The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing.
- Static Strength -- The ability to exert maximum muscle force to lift, push, pull, or carry objects up to 70 pounds on a rare basis, 21-50 pounds occasionally, and up to 20 pounds on a frequent basis. Typically pushes, pulls, and grasps wood products to complete production tasks. A 2-person lift is required for anything over 50 pounds.
- Stamina -- The ability to exert yourself physically over long periods of time without getting winded or out of breath; must be able to walk/stand for 10-12 hours per day in intervals of 3-4 hours in department assigned.
- Dynamic Strength -- The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue.
- Multi-limb Coordination -- The ability to coordinate two or more limbs (for example, two arms, two legs, or one leg and one arm) while sitting or standing. Typically requires full use of arms and hands to reach overhead, forward, and out to the sides to lift, rotate, carry, etc. wood products and/or tools.



- Gross Body Coordination -- The ability to coordinate the movement of your arms, legs, and torso together when the whole body is in motion while performing production functions.
- See, Hear and Communicate -- Sufficient capability to perform assigned tasks and maintain proper job safety conditions.

ADVANCEMENT

The employee-owner is expected to progressively develop skills, knowledge, and abilities within the Manufacturing Engineering role and as the business needs change. The incumbent will be designated as a Manufacturing Engineer or Manufacturing Engineer – Level 2. The Level 2 distinction is based upon the following but not limited to:

- Demonstrable advanced level problem solving skills.
- Demonstrable advanced product knowledge
- Demonstrable advanced level of machinery knowledge within the Plymold manufacturing environment
- Demonstrable advanced level of project management and/or technical support for new product launches, transfer of products between manufacturing plants, and other key projects as assigned.
- Demonstrable abilities/proficient beneficial to Plymold in addition to those not covered in essential duties and responsibilities.

ABOUT THE WORK ENVIRONMENT

As Plymold Co. is a manufacturer of furniture, the employee-owner could also be exposed to dust, various temperatures, fumes, and loud noise in the manufacturing setting. Due to periodic time spent on the manufacturing floor, the employee-owner must be able to tolerate some exposure to these workplace characteristics. The employee-owner must also follow all company safety procedures, including wearing required personal protective equipment while on the production floor.

COMPETENCIES REQUIRED

- Education: Bachelor's degree in a discipline related to manufacturing engineering preferred; or the equivalent in experience.
- Required Experience:
 - 2-4 years' experience in similar role in manufacturing environment
 - Extensive shop floor background, including fabrication, assembly and finishing of completed products.



- Comprehensive understanding of the materials used in fabrication, including metal and steel classifications, packaging, hardware, and shop supplies.
- Understanding of all shop floor machines and required tooling, including how the machine is designed, machines specific uses and the requirements for repair and maintenance of these machines.

- Required Skills:
 - Demonstrable continuous improvement mindset and familiar with performing root-cause analysis to quickly resolve problems and create efficiencies in processes
 - Self-starter with strong problem-solving skills, ability to multi-task, effective organizational skills and strong attention to detail
 - Actively demonstrates commitment to providing accurate and quality products
 - Excellent written and verbal communication and analysis skills accompanied with a persona of a high character teammate
 - Ability to work effectively in a team environment that requires cross training, open communication, team development and improvement activities.
 - Well-composed while under pressure maintaining positive attitude at all times in a demanding, fast-paced environment
 - Ability to read and understand engineered models and/or shop drawings for the manufacturing of Plymold's products.
 - Ability to work collaboratively in a diverse environment with all levels of employees.
 - Willingness to continuously learn and be open to feedback to improve individual performance.
 - Must maintain safe maintenance practices and adhere to safety requirements.
 - Must reside within a reasonable distance of the assigned location

- Preferred Skills:
 - Demonstrable experience with PCs, prior experience with a Vantage/Epicor ERP Database a plus but not required; must be proficient with Microsoft Office products and capable of quickly becoming proficient with Plymold Co. ERP systems.
 - Has prior experience with robotic welding process
 - Basic understanding of G-Code programing for CNC equipment.



The duties of this position may change from time to time. Plymold Co. reserves the right to add or delete duties and responsibilities at their discretion. The job description is intended to describe the general level of work being performed. It is not intended to be all-inclusive.

Signature of Employee-owner Acknowledging Job Responsibilities and Expectations:

Signature

