• 3 direct reports currently
• Reporting to VP Engineering in the U.S.
• Direct responsibility for building their own team and the R&D department.

Position Summary: Manage Design of New Products for manufacturing at G&W facilities or third parties. Responsible for the performance and results of project teams.

Primary/Essential Responsibilities:

• Responsible for management of cross-functional multi-facility design teams in design and day-to-day activities.
• Responsible for proactively identifying and mitigating risks to project schedule through actions such as PARM, identification and coordination of resources external to the team, etc.
• Responsible for managing resources within the departmental team to be in line with workload and schedule commitments on projects, delegating/allocating tasks and responsibilities to team members
• Develop schedules, coordinate and manage projects of all complexity levels with little to no supervision.
• Responsible for preparation and monitoring of project budgets in area of responsibility.
• Responsible for coordination of resources and completion of Product Realization Stage Gate requirements.
• Responsible for departmental project designs meet requirements of specification and standards while promoting error-proof assembly. Responsible for coordination with specification writers to ensure project feasibility.
• Responsible for development test plan creation in line with project specifications, industry standards, and G&W reliability and validation requirements.
• Oversee construction and testing of prototype components or assemblies as required in the development and approval process.
• Responsible for ensuring testing is in line with the test plan and meets or exceeds G&W requirements.
• Perform root cause analysis and troubleshooting on the new and existing products and processes
• Prepare written documentation of processes, material requirements, test results and project activity as required. Create / revise G&W standards as needed.
• Participate in industry organizations (associations, standards committees, etc) to stay informed of and to influence industry activities.
• Interface with purchasing and vendors in the selection and approval of component parts and assemblies.
• Provide Engineering support to Sales/Marketing and Manufacturing on new and existing products and processes. Help to train departmental teams on the application and customer use of G&W products.
• Consult with Customer representatives to discuss product requirements and specifications when design or manufacturing problems are involved
• Provide support and direction to department and project team members such Project Engineers, Designers, and Technicians.
• Ensure designs follow established procedures for creation and maintenance of CAD databases and libraries.
• Participate in the review of engineering drawings prior to the release to manufacture. Responsible for final approval of applicable drawings.
• Responsible for reviewing projects and processes against project and company goals for cost efficiency and reliability.
• Responsible for rating performance of subordinates against job requirements, established goals, and company competencies.
• Develop direct reports’ work skills to improve department quality, throughput and to reduce scrap/rework. Work with individuals regarding company competencies and personal growth plans.
• Continuously improve engineering processes including DFM, project and product costs, quality, and project lead times.
• May perform other duties as assigned.

Leadership:
Manager: Responsible for hire/fire decisions; performance appraisals; employee training and development; handles disciplinary problems. This job will be evaluated on these decisions.

Required Qualifications: Describe the minimum required education, experience (type and years), and skill/competencies
• Bachelor’s Degree in Mechanical or Electrical Engineering (Preferred)
• 8+ years progressive experience in Engineering design and/or development which includes
  o Leading highly technical and innovative projects. Desire to be constantly challenged with new problems
  o Project management, team management, root-cause analysis and computer analysis programs
  o Medium/low voltage electrical power systems specifically Ring Main Unit, IEC switchgear
  o Leading and reviewing DFMEA, FEA, etc
  o Leading development projects within a Stage Gate Process
• Strong technical knowledge in the following categories per discipline:
  o Mechanical: Molded Components and polycarbonate housings or Mechanism Design, castings, and metal fabricated parts.
  o Electrical: Current and Voltage Sensors, Power Systems (Protection, System Analysis, and System Fault Response), electrical power systems design, electrical component design
• Demonstrated ability to write/edit technical documents; test reports, engineering standards, industry technical papers.
• Excellent communication and mentoring skills. (English required)
• Proven experience with computers; Microsoft Office, Microsoft Project or equivalents.

Preferred Qualifications: Describe qualifications preferred to enhance immediate job performance
• Preference for published author and/or involvement in industry publications.
• The ideal candidate will have a history of creativity, innovation, and initiative. A self-starter driven to learn new methodologies.

Physical Demands / Working Conditions: Delete the options below which do not describe the job’s physical demands required as part of primary essential responsibilities. Use the other section to clarify as applicable.
• General Office Environment, PC use
• Light Lifting (occasional 25 lbs or less)
• Stooping
• Standing
• Heavy Lifting (frequent 25 lbs +)

Other (please specify):

Ring Main Unit:
Product
Stored energy breaker