

TITLE: Manufacturing Engineering Manager

DEPARTMENT: Operations

REPORTS TO: Director, Manufacturing

BENEFITS: Medical, dental, vision, life insurance, short and long term disability insurance, paid time off package, 401k with company contribution, FSA or HSA options, educational assistance, dependent scholarship program, onsite fitness center, and much more!

General Responsibilities:

As a Manufacturing Engineering Manager, you will be responsible for leading a team of engineering professionals responsible for driving continuous improvement and growth across all of Gorbel's North American manufacturing facilities. You will use engineering principles to execute creative and unique solutions for equipment, process, and product improvements. This role will be responsible for developing and maintaining capacity models within the ERP system and will contribute to the capacity forecast planning and recommendations to the Sales and Operations Planning (S&OP) team.

Specific Duties:

- Lead a team of Manufacturing Engineers, Industrial Engineers, and Factory Maintenance personnel to support operations across multiple manufacturing sites in New York, Arizona, Alabama, and Ontario, Canada.
- Develop capacity models for each factory and product line. Provide capacity input and recommendations to the Sales and Operations Planning (S&OP) process.
- Develop models and capacity scenarios for future growth. Provide recommendations for capital equipment and facility expansion.
- Evaluate new technology and provide recommendations for key investments, including the introduction of robotics, co-bots, and other automation processes. Manage ROI analysis, CapEx submission, and project management support for implementation and introduction of new technologies.
- Develop and maintain process flow and factory layouts.
- In collaboration with manufacturing production teams, develop preventative maintenance strategies, processes, and documentation. Project manage large equipment repair activities with manufacturing, facilities, and vendors. Keep equipment operational by overseeing and coordinating maintenance and repair services.
- Lead identification, implementation and budgeting of capital projects; provide leadership with recommendations and feedback on facility's strategic vision; Partner with Accounting to evaluate project return on investments, and provide estimates on proposed equipment.
- Develop and maintain manufacturing processes across each product line and facility.
- Drive process improvements in process flow to identify and resolve bottlenecks, improve throughput, and increase quality.
- Provide manufacturing design and launch support for new product launches, product enhancements, and new business opportunities as part of the Business Development Team.
- Design and implement tooling and fixtures to improve quality and throughput. Lead the design and implementation of specialized tooling, test fixtures and assembly fixtures in an effort to continuously reduce over all costs.
- Lead Design for Manufacturing initiatives to improve product design to improve manufacturing processes.
- Collaborate with the supply chain team to determine make vs. buy decisions.
- Evaluate and improve manufacturing methods, utilizing knowledge of material types, part features, machining processes, tooling, production equipment capabilities, and quality standards.
- Identify conceptual designs to equipment and process production changes, ensuring future production needs are being met.
- Manage engineering change notices and process specifications pertaining to manufacturing processes and material specifications.
- Propose, evaluate, and manage cost reduction activities and other value propositions in current production or new production programs.

- Ensure production equipment is capable and has capacity for growth; involves integrating equipment, people, material flow systems, and information systems.
- Provide leadership and drive continuous improvement in labor costs through waste reduction, lean manufacturing, and overall manufacturing operations improvement.
- Provide technical support for manufacturing operations, including methods and test development, troubleshooting process issues, and new product Introduction activities.
- Implement lean methodology through value stream mapping and evaluating space requirements and equipment layout.

Job Qualifications:

- Bachelor's Degree in Engineering strongly preferred. Consideration will be given to candidates with at least 5 years experience managing engineers in a manufacturing environment.
- 7 or more years work experience managing large complex projects.
- Experience leading and implementing continuous improvement principles in an operation.
- Experience leading a team of Engineers in a manufacturing environment.
- Ability to read and interpret mechanical and electrical engineering drawings, schematics and specs for drawing review, approval and producibility.
- Ability to generate detailed work instructions from mechanical and electrical engineering drawings.
- Experience developing capacity models and interacting with ERP systems.
- Able to travel domestically and internationally (Canada) up to 10% of the time.

Preferred Requirements:

- Work closely with Product Development teams to influence DFx (Assembly, Test, Quality, Reliability, SC).
- Drive a culture of continuous improvement.
- Identify areas for process improvements, develop actions plans, implement (reduced cycle times, reduced WIP, reduced Scrap).
- Support supply chain and strategic sourcing activities for new supplier qualification.
- Create a vision for the next generation manufacturing technology and execute.

Work Environment:

ADA Physical/Mental/Workplace Requirements

- Occasional lifting up to 25 lbs.
- Sitting, working at desk/personal computer for extended periods of time.
- Primary work environment is both manufacturing production floor and professional corporate office.

To apply for this position, please complete an [employment application](#) and send to careers@gorbel.com.

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