TITLE: Robotics Engineering Manager

DEPARTMENT: Product Development

REPORTS TO: Director, Product Development and Software Engineering

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:
Oversee the activities of the Product Development Robotics Engineering Group, which includes Robotics Software Engineers and Electrical Engineers, ensuring they adhere to project specifications, plans, and timelines. Devise and implement a plan to foster these critical skill sets, and the related resources, to ensure sustained productivity and future product viability. Conceptualize, develop, implement and maintain new and existing product designs using sound controls and electrical engineering principles in support of company business development efforts, marketing plans and department plans. Develop and analyze specifications, as well as business, technology and cost requirements, and implement appropriate, approved designs in a timely and cost-effective manner. Take steps necessary to ensure product reliability, performance and customer acceptance.

Specific Duties:
LEADERSHIP QUALITIES

- **Results** – Delivers results and is committed to achieving our goals. Manages project plans and workload effectively, ensuring adherence to timelines and milestones. Constructively addresses issues when they arise.
- **Behaviors** - Models our company values and behaviors and holds their team to the same standard. A calm, thoughtful, curious approach to tasks and challenges with an optimistic, can-do attitude. Leads by example.
- **Communication** - Timely, clear and proactive communication that minimizes "surprises". Someone who leverages our vital conversations philosophy and training.
- **Technical Skills** - Advanced technical expertise and understanding with the ability to take complex vision, theory, and challenges and translate them into actionable, understandable steps for their team. Ability to coach and advise staff in the execution of their activities, and provide input to supervisors and customers in the composition of their requests.
- **People Development** - Identifies team member strengths and weaknesses, and appropriately coaches and develops them. Helps team members plan to attain their future development goals.
- **Customer Focused** – Empathy and advocacy for both internal and external customers.
- **Organizational** - Develops relationships within the company to be effective and identifies the need for, and develops systems and tools to support the team. Strong company and product knowledge.

PRIMARY DUTIES

- Robotics engineering staff leadership, coaching, development, and management
- Planning, prioritization, and management of the robotics engineering queue
- Resource planning, allocation and tracking
- Establish and enforce group processes and procedures including programming best practices and methodology
- Maintain software documentation and revision control
- Establish, track and publish departmental metrics – Drive improvement against the metrics
- Conceptualize and develop products using sound engineering principles
- Support focused innovation and experimentation
- Provide quality assurance to ensure customer satisfaction and conformance to product specification
- Support Dealers and Customer Service in the application, quoting and ordering process

- Support Sourcing and Production in the order fulfillment process
- Support Service in after sales support and provide field support as required
- Participate in department projects and teams as requested by the Director

SECONDARY DUTIES

- Assist in the development of specifications for new products and product enhancements
- Serve as a technical resource to other departments
- Participate in the identification of new software and technology solutions
- Remain current on relevant emerging technology and trends
- Remain current on project management, electrical engineering, & software engineering best practices

SPECIFIC DUTIES

- Translate the Gorbel® G-Force® product line vision into shorter term, actionable steps within the Robotics Engineering Group
- Develop and leverage a robust understanding of the Destuff-IT product offering
- Develop and maintain a comprehensive resource plan
- Oversee the robotics engineers' workload, productivity and priority
- Create and maintain project plans, task listings and timelines in Smartsheet
- Document and enforce company and departmental processes and procedures
- Perform periodic and annual performance reviews
- Conduct periodic group meetings and huddles
- Respond to management prioritization of new products and existing product enhancements
- Establish an individual development plan for each employee
- Develop a 3-5 year staffing plan and maintain appropriate staffing levels
- Oversee the creation and maintenance of organized supporting design calculations, models, simulations, and test plans
- Oversee the creation and maintenance of embedded product software and electrical designs for new and existing products
- Oversee the creation and maintenance of product bills of material and routings in our ERP system
- Manage engineering change notices
- Manage the KACE ticketing system for acute requests
- Drive continuous improvement within the Robotics Engineering Group

Job Qualifications:
- A Bachelor's Degree in Software, Electrical, or Mechanical Engineering, or a related degree
- 5+ years of professional experience minimum
- Strong leadership, communication and interpersonal skills
- A role model for Gorbel® values
- Project, task, and staff management skills
- Motion control experience with servo, AC or stepper motors
- Detail oriented and quality focused

Core Competencies to be Successful:
- A relevant Graduate Engineering Degree
- Material handling product development experience

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 professional corporate

To apply for this position, please complete an employment application and send to careers@gorbel.com.

Gorbel® is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, gender, gender identity, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Gorbel is also committed to providing reasonable accommodations to qualified individuals so that an individual can perform their job related duties. If you are interested in applying for an employment opportunity and require special assistance or an accommodation to apply due to a disability, please contact us at 585-924-6204.