



Job Title: Manufacturing Engineer
Employment Status: Full-Time
Classification: Exempt
Work Schedule: Monday-Friday with occasional weekends
Travel: Required for training and execution of job duties
Reports to: Engineering Manager
Supervisory Responsibilities: None

Position Summary: Responsible for planning, designing and coordinating implementation of machinery and equipment into the manufacturing process. Knowledge of injection molding, vibration welding, and manufacturing equipment or paper processing equipment is required. Engages and manages qualified contractors and service providers. Plans, maintains and performs economic justifications on capital expenditure projects.

Responsibilities:

- **Leadership & Project Management:** Encourage teamwork and foster growth and development through effective training and performance guidance. Facilitate frequent project meetings and notifications on performance; keeping staff on track and correcting issues in a timely manner. Create an environment of collaboration, challenge and purpose.
- **Manufacturing Engineering:** Coordinate manufacturing engineering activities that meet and optimize business needs including purchasing tools / equipment and designing machines that are in compliance with applicable codes and regulations. Oversee outside contractors to assure work is properly executed. Establish and maintain all production processes in accordance with ISO, GMP and other certification requirements. Develop documentation for equipment installation and maintenance and provide or assist with training. Maximize efficiencies with the layout of equipment and workspace. Confer with appropriate departments to accurately identify current and future business needs.
- **Equipment/Process Improvements:** Direct strategic and tactical manufacturing engineering activities to improve processes and meet ongoing productivity requirements for safety, quality and cost. Maintain and improve product costs within the ERP system. Drive and enforce structured root-cause problem solving to initiate corrective actions, reduce inefficiencies and drive continuous improvement. Actively confer with appropriate workforce to clarify and identify equipment/process issues and implement solutions that meet company goals and objectives.
- **Capital Planning:** Perform economic justifications to determine feasibility of designing new equipment or modifying existing machinery taking into consideration current and future business needs, current technology, available space and time constraints, and other technical and economic factors. Create and maintain a capital plan keeping expenditures within approved limits.
- **New Product Development:** Provide timely and effective assistance on new product development including prompt response to R&D engineering requests needed to achieve new/improved marketable products. Provide expertise and guidance regarding engineering inquiries and actively supports new product development through active team participation.

Other Duties:

- Perform other Engineering work as assigned.

This is not meant to be a comprehensive listing of activities, duties, and responsibilities. These items may change or new items may be assigned with or without notice.

Experience and Education Requirements

- Bachelor's degree in Manufacturing, Mechanical or Industrial Engineering.

- Minimum of 2 years' experience in engineering disciplines.

Knowledge, Skills, and Abilities (KSA's) Required

- Working knowledge of industrial, mechanical, electrical, hydraulic and control systems including programmable logic controllers.
- Excellent leadership and project management skills; including ability to organize and motivate a team.
- Effective interpersonal skills and ability to work with a diverse workgroup in a team environment.
- Proficient in Microsoft Office Applications, AutoCAD and/or SolidWorks.

Other Qualifications

- Valid Driver's license with acceptable driving record.
- Covid-19 vaccination: *Because business travel is an essential function of this position, Gusmer requires that any individual holding this position is fully vaccinated for Covid-19 and can show proof of same prior to commencing employment. This requirement is based on travel guidance and recommendations from the Centers for Disease Control and Prevention and is consistent with Gusmer's duty to provide and maintain a workplace that is free of known hazards and to safeguard the health of Gusmer's employees and their families, its customers and visitors, and the community at large.*

Physical Requirements

The physical demands listed are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions. Modified "light duty" restrictions may be arranged as needed and when available for job-related injuries or illnesses.

While performing the duties of this job, the employee is regularly required to sit; lift/carry/push/pull under 10 pounds; use hands repetitively for writing, keyboarding, and grasping/holding. The employee is occasionally required to stand, walk on normal surfaces, lift/carry up to 35 pounds, push up to 100 pounds, climb; twist/turn; reach outward and over shoulders, and bend and squat.

Specific vision abilities required by this job includes close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

Acute hearing is necessary for phone and in-person communication with outside business contacts and fellow employees, and visual acuity sufficient to read a computer screen and paper documents.

Working Conditions

This position typically functions in a combination of an office and plant environment; hot and cold conditions may exist depending on external weather conditions. There may be exposure to wet/high humidity conditions during product testing. There may also be exposure to dust from die cutting/material handling and plastic fumes from injection molding operations. There is minimal exposure to production chemicals.

EEO Policy Statement:

Gusmer Enterprises, Inc. provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Gusmer will also consider requests for reasonable accommodations made by applicants and employees on an individualized basis, including those based on disabilities and sincerely-held religious beliefs, where such accommodations do not impose an undue burden on the business. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

To apply for this position online please click [here](#).