



PERFECTION SPRING & STAMPING CORP.

P.O. Box 275 • 1449 East Algonquin Road • Mt. Prospect, Illinois 60056-0275
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POSITION TITLE: Engineering Manager

BASIC FUNCTION: Manage engineering support, including but not limited to, advising on and discussing complex customer requirements and application of standard customer products and designs, as well as new products through project and manufacturing engineers or by personally performing essential duties and responsibilities. Develop and recommend policies and programs for the engineering of same and as requested, provide technical assistance to other functions within the organization. Prepare quotations, write proposals and assist in pricing. Establish performance controls, maintain records on engineering, coordinate with other functional areas within the organization, such as sales/marketing, plant management and materials.

PRINCIPAL JOB DUTIES AND RESPONSIBILITIES:

1. Participate in the formulation and administration of engineering policies, including the development of short- and long-range goals and objectives.
2. Manage, coordinate and oversee engineering activities. May delegate to ensure attainment of Company and department goals and objectives.
3. Develop annual budget in conjunction with the Vice President, Operations. Manage an engineering plan and budget based upon Company goals and abilities. Review and analyze activities, costs, operations, and forecast data to evaluate department's progress against established goals and objectives including, but not limited to, the review of current practices, methods, guidelines, policies for revision and update to meet Company goals, as well as the day-to-day management of print control, revision control, product routings, capacity studies, design, process and manufacturing engineering, work instructions, etc.
4. Confer with own manager and other management team members to review achievements and discuss mid-course corrections to goals and/or objectives resulting from current status, conditions, and directions, regardless of whether they affect other departments.
5. Serve as a contributing member on designated management committees with respect to overall Company performance, goals, strategic planning, special studies or other management requirements, as directed.
6. Manage a continuous improvement program, tracking, monitoring and reporting engineering improvements to senior staff.
7. Perform other duties as assigned.

POSITION REQUIREMENTS AND SPECIFICATIONS:

- Master of Science in Mechanical Engineering, or its equivalent combination in education and experience.
- A minimum of ten (10) years experience in a multi-environment or equivalent combination of experience and education. Experience within a larger company required. Understanding of automotive industry systems, including ISO/TS 16949:2002, and product development a plus.
- A minimum of five (5) years managerial experience with project management accountability including execution, and proven ability to successfully multi-task. Exposure to Perfection's manufacturing processes, i.e., stamping or springs required.
- Excellent communication skills both verbal and written. Strong presentation and good platform skills.
- Knowledge of and experience with manufacturing systems (either ERP or MRP) and cost structure (cost accounting).
- Familiarity with or knowledge of LEAN Manufacturing required; experience with LEAN implementation preferred.
- Demonstrated ability to act as a mentor/coach to staff.