



Mechanical Engineer I

EMPLOYMENT AGREEMENT: Exempt

ADVISOR: VP of Global Engineering or as assigned

PRIMARY CHARACTERISTICS:

- **Principles:**
Supports and models the company's principles that are identified in the Declaration of Belief and Direction Statement, in all areas of conduct and business.
- **Professionalism:**
Represents Reell in a fair, genuine and trustworthy manner.
- **Team Work:**
Works as an integral part of a Project Deployment Process (PDP) team. Prioritize activities based on project and team requirements. Communicates effectively with internal and external customers.
- **Customer Focus:**
Effectively communicates with customers to define product requirements and development plans.
- **Methodical:**
Uses structured problem solving techniques and work habits to diagnose and resolve issues. Deploys data driven decisions.
- **Continuous Improvement:**
Pursues and implements process improvement and efficiencies gains. Utilizes educational and industrial benchmarking techniques to understand state of the art manufacturing methods that help Reell achieve and deliver World Class solutions.

KEY PROCESSES:

- **Project Deployment Process (PDP):** Develops product design requirements of new product introductions under the Advisement of Senior Engineers. Participates as an individual contributor in PDP Process. Provides PDP deliverables and Project Gate Review requirements. Participates in technical design reviews and product design failure mode effect analysis. Provides costing estimates and project resource estimates. May provide direction to technicians, designers, drafters and other functional groups to complete tasks.
- **Design Control:** Manages post production release design changes and configuration additions. Works with Customers, Sales and Operations to determine appropriate integration of changes. Appropriately manages deviations to internal and external prints.
- **Engineering Change Requests/Notifications:** Prepares the organizational structure of design documentation working with manufacturing and sourcing. Approves prints and Bill of Materials. Processes ECR's as required.
- **Material Review Board (MRB):** May participate in the material review board. Provides design input into the disposition of discrepant materials and product. Competes documentation including DPD's, IQC part review and inspection reports. Generates process and document improvement on best practices and design guides.

- Product Verification and Validation Testing: Generates test plans and reports that demonstrate product reliability in support of new product introductions. Assists with the design and implementation of all tests for new applications to ensure that new designs will meet all customer requirements and expectations.
- Engineering Work Orders (EWO's): Fulfills intercompany requests for the support of Engineering Work Orders as requested by other departments.
- Corrective Action Preventative Action: Represents Engineering and participates in CAPA activities related to the on-going support. Works in conjunction with Quality to determine root cause analysis and proper customer communication.
- Tooling Design: Generates tooling and equipment designs at the direction of Senior Engineers. Generates and Maintains documentation of production tooling using Standard Operating Procedures.
- Equipment Qualification: May be involved in the development and execution of Equipment validation and qualification. Facilitates or completes Equipment Qualification Checklists at the. Verifies the process capability of tooling, ensuring that it meets internal and external customer requirements for PPAP or equivalent.
- Customer and Supplier Contact: Customer contact as required to resolve questions concerning designs. Assists with supplier contact as required to resolve questions concerning designs. Assists with obtaining engineering data for sales in response to customer requests.
- Research and Development: Assists with the development of new technology or innovative solutions under the direction of Senior Engineers
 - Other duties as assigned.

COMPETENCY REQUIREMENTS:

- Analytical Thinking and Problem Solving
- Continuous Learning
- Customer Focus
- Effective Communication & Comprehension
- Innovation
- Industry and Technical Knowledge
- Quality Focus
- Team Player
- Tenacity
- Time and Task Management

SKILLS REQUIREMENTS:

- Ability to development new product within current technology under Advisement
- Exposure to 3D modeling
- Able to generate engineering analysis calculations (stress, kinematics, free body diagrams)
- Strong interpersonal and teamwork skills
- Exposure to FEA experience
- Exposure to Statistical Process Control (SPC) Data and Methods
- Exposure to Geometric Dimensioning and Tolerancing (GD&T)
- Hands-on problem solving skills, test development and data analysis
- Proficiency in MS Office (Excel, PowerPoint, Word)
- Ability and willingness to perform domestic and international travel
- Basic fabrication skills
- Basic metrology skills

MINIMUM REQUIREMENTS:

- Four years Technical College Degree in an Engineering Discipline(BSME, BSMS, BSEE) or equivalent
- Coursework in computer aided engineering, FEA, Materials, Manufacturing Processes and DOE
- Business related travel required (1-2 US trips/year)

PREFERRED SKILLS:

- Advance Degree in a Technical Major
- Proficient in Solid Works MCAD system
- Exposure to multiple manufacturing processes
- Exposure to Value Engineering Techniques
- Exposure to Statistical Process Engineering Techniques
- Exposure to Cost Estimating
- Experience working in an ISO registered facility
- Bilingual – Chinese or Spanish preferred

PHYSICAL REQUIREMENTS:

- Able to lift 25 lbs when needed
- Able to work in a manufacturing and office setting