

### **Job Description**

**Position Title:** Director of Engineering  
**Reports To:** COO, including regular interaction with CEO  
**FLSA Status:** Exempt

#### **SUMMARY**

Reliable Corp is an established small company in growth mode, expanding into new markets and applications. Reliable competes in a specialty, engineered metals arena dominated by much larger, often global competitors. This circumstance mandates a broad, flexible work scope and self-starting, tenacious individuals who are relentless and hard working. The Director of Engineering will have broad technical responsibilities from process to product. The successful individual will enjoy working hands on to find solutions, optimize and control processes, and train others to assume responsibilities.

The Director of Engineering will work with operations and the commercial team to develop and control processes and ensure the quality of products produced. As part of the team leading a small, entrepreneurial company, this person will be engaged working hands on in production and in a foundry environment.

The successful candidate will demonstrate a passion for directly engaging with process and product in a manufacturing environment.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- To be successful in carrying out essential duties, the individual should have production experience and be accustomed to taking ownership of tasks and seeing them to an efficient conclusion.
- Develops, optimizes, and implements process controls for casting, rolling, wire drawing, and annealing processes. Expertise in metallurgical processes is required.
- Develop, create, and maintain process documents such as process routers. Train operators to produce product according to documented processes.
- Helps manage quality issues and requirements from customers. This may involve direct interface with customers.
- The individual should be prepared to assume product quality leadership within the company and may lead or take an integral role in ISO compliance.
- Manages projects as required to implement new processes. Projects may include specification, sourcing, and commissioning of new equipment, as well as managing vendors throughout the process.
- Initiates and leads cost reduction and quality improvement projects.
- Ability to read and interpret technical drawings and material to assist in costing of products.
- Development, scale-up, and manufacturing of new alloys or products as required.
- Creates part numbers, evaluates customer drawings to create or modify BOMs.
- Becomes familiar with all of Reliable's in-house manufacturing processes to be able to assist in troubleshooting process and equipment where needed.
- Ability to learn and understand analytical techniques for determining the composition and purity of materials.

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- Knowledge and use of statistical methods to be able to measure and track product and processes is required.

### **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. An accountable owner and entrepreneurial spirit is required for this position. A hands-on mind set with a “can do” attitude is required.

### **EDUCATION and/or EXPERIENCE**

B.S. in metallurgy, materials science, or chemical engineering is required. 10+ years engineering experience in metallurgical or materials related fields is required. A combination of experience in multiple relevant industries would be ideal. Relevant areas of experience would include: metal foundry operations, sputter target manufacturing processes, physical vapor deposition in semiconductors or architectural glass, electroplating, and wire drawing.

Prior production experience is important for this role.

Knowledge or experience in thin film coatings in semiconductor or architectural glass industries would be a strong complement to metallurgical foundry, materials manufacturing experience. Familiarity or experience in CNC machining, equipment, and machine shop operations is also highly desirable.

### **VERBAL AND LANGUAGE SKILLS**

Ability to read and analyze technical documents. Ability to respond to complex inquiries or complaints from customers. Ability to effectively present information to management and communicate with customers orally and in writing.

### **MATHEMATICAL SKILLS**

Commensurate with a technical B.S. degree. Ability to assist in costing of processes. Ability to analyze, optimize, and track metal inventory and implement inventory controls. Proficiency in metric system units and conversions is required.

### **PHYSICAL DEMANDS**

Position may require infrequent travel, generally less than 10%. Travel to customers may be involved. While performing the duties of this position, the incumbent is regularly required to reach with hands and arms, speak, and hear. The incumbent is occasionally required to stand and stoop, kneel, or crouch. The incumbent may occasionally lift and/or move up to 50 pounds.

### **MEDICAL SCREENING: Required**

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**BACKGROUND SCREENING: Required**

### **WORK ENVIRONMENT**

The incumbent will be at times working in areas with heavy machinery, high temperature processes, magnetic fields, and moving mechanical equipment in the production areas. Production areas can be demanding, sometimes requiring hearing, eye, thermal, or other protection on the manufacturing floor.

### **OTHER**

As provided by the Americans with Disabilities Act, the company is committed to discussing and providing reasonable accommodations to its employees to help them fulfill the essential functions of their jobs.