

# Engineer 1

## Job summary

The Engineer will be responsible for planning, directing, and coordinating activities concerned with the design, installation, modification, and maintenance of equipment and machinery at the facility.

The Engineer must have the ability to establish the best design and equipment to meet the needs required by management, as well as design modifications and alternate equipment to solve maintenance problems and to look at new maintenance procedures and systems.

## Responsibilities

Provide day-to-day guidance and support and coaching skills development of maintenance staff.

Design and install new equipment and modify existing equipment.

Manage the operation and maintenance of plant utilities.

Maintain equipment and systems ensuring compliance with safety and environmental standards.

Oversee maintenance and upkeep of all buildings and grounds.

Establish specifications for contract work and oversee implementation.

Prioritize and schedule work with operating departments.

Manage Preventative Maintenance Program, Minimizing downtime by effective scheduling.

Prepare annual department budget and monitor performance.

Review and approve purchase requisitions regularly.

Troubleshoot equipment not performing to specifications.

Report status of engineering projects and maintenance status.

Capital Project Management - design, develop, implement and manage capital projects.

Project Management - design and draft elements relating to projects for implementation.

Locate sources for equipment and supplies.

Ensure company safety procedures are adhered to.

## Requirements

BS degree in engineering or related.

5 + years Engineering experience.

Experience managing a maintenance team.

Ability to handle equipment-related problems successfully.

Hands-on leader with strong communication, computer and analytical skills.

Ability and desire to build strong relationships and collaborate well with business partners.

Ability to be a Change Agent, leading the team to higher levels of operational excellence.

## Engineer 2

### Job summary

The Engineer will be expected to lead, motivate, drive results, and facilitate learning for Members to achieve safety, quality, productivity, customer service, environmental, and sustainability results. In conjunction with this, they will be responsible for building Leaders and Members along with enhancing ownership and personal accountability for the future. The candidate will own and drive strategic direction for environmental, capital planning, project implementation, Process Safety Management (PSM), and facility infrastructure.

### Responsibilities

Lead the development of strategic direction for the facility.

Engineering and Maintenance Teams.

Coach and develop Leaders and Members to higher levels of success and responsibility thus creating readiness pipelines for your particular areas of responsibility.

Lead efforts to develop and implement safety, quality, continuous improvement, and customer service programs throughout the functional areas you coach as well as act as a resource and ownership driver to the rest of the facility.

Lead the asset management program for the facility to include maximum utilization, replacement, upgrading, maintenance, and tracking.

Lead the strategic direction for all utilities to include ammonia refrigeration systems, infrastructure, and support areas within the facility.

Lead the Process Safety Management (PSM) efforts for the facility.

Own the environmental program for the facility in conjunction with leading continuous improvement efforts within this area.

Own the capital planning process for the facility in conjunction with leading continuous improvement efforts, education, and Member engagement in the process.

Lead capital and expense-driven projects within the facility as well as act as Capital Coach and liaison to those other resources that may be driving projects that affect the facility.

Assist the Watertown Team with the development of risk mitigation and accident prevention programs in order to minimize or eliminate risk to the Members and facility.

Lead cross-functional teams comprised of various functional areas within the organization.

Own the development of technically sound innovation solutions to plant operational

### Requirements

Bachelor's Degree in Engineering or related field required for external candidates. Internal candidates without a Bachelor's degree must be willing to pursue a degree.

3-5 years of experience in the Engineering and/or Maintenance field is strongly preferred.

Minimum of 3-5 years of coaching and leadership experience in a team-based environment.

Strong coaching and leadership skills with the proven ability to motivate others and affect change.

Experience in strategic planning processes.

Knowledgeable in sanitary design principles and specifications

Commitment to personal growth as well as the proven ability to develop those around you to higher levels of responsibility.

Proven ability to successfully facilitate projects in a team-based environment.

Strong interpersonal, written, and verbal communication skills.

Strong organizational and follow-up skills.

## Engineer 3

### Job summary

The Engineer will be responsible for maintaining the company's campus including grounds, buildings, equipment, and assets. The Engineer will need to assure compliance with all regulatory requirements, and plant reliability, troubleshoot bottlenecks in operation, drive equipment design solutions to operate challenges, and lead continuous improvement programs for improved plant performance.

### Responsibilities

Performs and executes project management and engineering duties, including but not limited to equipment specification, design, construction, and maintenance of equipment and machinery.

Responsible for the efficient operation of all electrical, refrigeration, and steam utilities to ensure that facilities continue to operate within desired cost-effective parameters.

Provide direction in all engineering/ mechanical systems, new installations, repairs, overhauls, modifications upgrades of all production and support equipment.

### Requirements

BS or MS in Engineering

Minimum of 5 to 7 years of experience in Maintenance/Facility Management.

Working knowledge of OSHA regulations

Working knowledge of Process Safety Management

Capital Project management experience

## Engineer 4

### Job summary

The Engineer is responsible for overseeing the engineering and maintenance actions for the plant to guarantee cost-effective and safe procedures for manufacturing the product.

## Responsibilities

Creates policies and criteria for quality control, automation, installation, modification, inspection, maintenance, and operating procedure of equipment consistent with engineering standards and safety guidelines.

Offers PLC and electrical knowledge to the establishment.

Strategize, manage and direct events focused on sketches, building, changing, and care of machinery and equipment with attention to process enhancements to enable equipment to perform at its best capacity; suggest new equipment to enhance line productivity.

Checks new equipment and machinery to guarantee completion of deal arrangements.

Schedule, prepare for and execute maintenance procedures to increase the dependability of the machinery and decrease stoppage to below 3%.

Oversee financial projects incorporating cost, scope, and milestones; generate and oversee expense, capital, and MRO project funds and operate within cost.

Manage mechanics making sure that they have excellent reaction times and maintenance levels for the machinery in the plant by giving assistance in mentoring and coaching colleagues.

Preserve the inventory and spare parts to guarantee no downtime in production because of mechanical failure; collaborate with vendors to obtain parts, create and test enhanced parts, and modernize older machines that are no longer sustained by companies.

## Requirements

Bachelor's Degree in Engineering preferred

5-7 years' experience

Supervisory and Technical experience in Electronic, Electrical, Instrumentations, Auto, or Mechanical

Proficient in MS Office

Manufacturing Experience

Capacity to create, read, and modify schematic drawings, architectural and equipment diagrams

## Engineer 5

### Job summary

The purpose of the Engineer role is to work with Maintenance/Reliability and operational personnel. The role is to support operations by returning equipment/production as quickly as possible. The Engineer would work on short-term engineering solutions, which typically take the engineering/reliability teams away from their primary duties.

### Responsibilities

Responsible for providing technical support for daily operations, plant improvements, process improvements, design, equipment acquisition, plant breakdown and analysis, and recommending corrective actions.

Ensures operational activities are in accordance with procedures, schedules, & regulatory compliance.

Conducts performance tests, collecting and analyzing operating data and profitability.

Develops and maintains plant operating records and provides technical support to plant operations and maintenance.

Manages the implementation of new equipment and/or modifications to existing equipment to improve plant efficiency and performance.

Originates and develops information (based on analysis) to rapidly repair equipment to studying operating maintenance manuals.

Function as plant owner of equipment and installation, upgrades, and dependability issues, and leads or assists in trouble shooting process or equipment issues.

Capture best practice setup parameters, and databases, and deploy as Standard Operating Procedure (SOP) for each item type + asset

Improve manufacturing efficiency by analyzing and planning workflow, space requirements, and equipment layout

## Requirements

Bachelor's Degree required, a concentration in engineering highly preferred

2 to 5 years experience in a similar role preferred

Computer literacy and acumen

## Engineer 6

### Job summary

The Engineer provides the technical support needed to execute the required production plan. This position requires strong leadership in the area of safe plant operation and adherence to Safety/Environmental rules and policies. The position plays an important role in optimizing fixed and variable unit costs and merges manufacturing and maintenance to leverage site resources as efficiently as possible. This position is instrumental in leading troubleshooting efforts with site electrical and instrumentation issues when problems arise. This position is a solution and innovation provider, as such plays a major role in the competitive manufacturing process.

### Responsibilities

Use Lean Manufacturing techniques to eliminate waste and improve efficiency.

Assist in monitoring efficiency and regulating inventory.

Performs or assists in programming on new and existing equipment.

Keeps equipment operational by coordinating maintenance and repair services; following manufacturer's instructions and established procedures and requesting special service as needed.

Manages capital projects including identifying scope, specifications, design, cost, and milestones and oversees

installation as well as the start-up and de-bugging of new equipment for the production process.

Provides leadership, coaching, and direction to maintenance technicians in all aspects of their work.

Evaluates prioritizes and advises on engineering projects by investigating costs, requirements, data, and necessary equipment.

Serves as project manager for major equipment or facility changes.

Performs engineering and maintenance work if needed to complete pending projects.

Analyze workflows within and across all departments to determine how the entire company can work better together to achieve cost reductions and improve safety, quality, and overall equipment reliability.

Review production information to understand methods and activities in manufacturing and services. This includes, but is not limited to, production schedules, process flows, and engineering specs.

## Requirements

Bachelor's degree in engineering or a related discipline or an equivalent combination of work experience, training, and/or education may be considered.

Must possess a minimum of five (5) years of manufacturing shop floor experience.

Must have prior project management experience.

Must have demonstrated machine and equipment troubleshooting skills.

Must have knowledge of lean manufacturing concepts, continuous improvement, and problem-solving methodologies.

The ability to analyze large amounts of data quickly and efficiently is necessary.

Proficient in computer applications; specifically MS Office, MS Visio, MS Project, and Autodesk Inventor

## Engineer 7

### Job summary

Responsible for the maintenance, planning, repairs, and improvement of all equipment, buildings, and grounds at the plant, including installation of all equipment in accordance with company, industry, and customer specifications at minimum cost and optimum efficiency.

### Responsibilities

Ability to drive Continuous Improvement throughout the plant.

Establish priorities for the maintenance department to ensure the effective utilization of all available resources.

Responsible for tracking expenditures and labor costs to insure compliance with company guidelines.

Recommend and implement programs to eliminate identified problems, improve labor utilization, upgrade facilities and reduce costs.

Seek bids for construction, alteration, or installation of work as required. Recommends contractors based on cost, workmanship, and completion dates. Administers such contracts, and coordinates work performed to insure company

expectations are met.

Responsible for the development, implementation, improvement, and compliance of preventative maintenance programs. Insures repair work is documented.

Supervises direct reports to insure a motivated and skilled workforce. Assess skills and review recommendations by leadership direct reports to ensure department personnel is technically competent to perform job duties.

Maintains current layout of buildings and grounds.

Responsible for compliance with applicable Federal, State, and local safety and health, environmental, building, and fire ordinances and standards including but not limited to lockout / Tagout, hazardous communication, machine guarding, and waste disposal.

Full-time member of the Plant Safety Committee.

Responsible for the operation and maintenance of the facility's heating, air conditioning, electrical, and compressed air systems.

Follows and adheres to all Food Safety requirements within the plant. Has the authority to stop production due to quality issues.

Perform other related assignments as required.

## Requirements

Bachelor's Degree in Engineering or related discipline

Minimum 5 years experience of industrial maintenance experience in a manufacturing environment. High speed/volume production experience preferred

Minimum of 2 years of supervisory experience with direct reports

Ability to read, analyze and interpret general business reports and correspondence

Ability to work with mathematical concepts such as probability and statistics

Ability to define problems collect data, establish facts, and draw valid conclusions

Ability to interpret an extensive variety of instructions and customer needs

Ability to work under pressure and interact with others

Ability to meet / exceed deadlines

Strong interpersonal skills including the ability to communicate quickly and effectively with all members of the shift and management. Must be capable of managing and training all shift personnel on an ongoing basis

Excellent verbal and written communication skills

Proficient in electronic data-entry

## Engineer 8

### Job summary

We are looking for an Engineer to join our team.

## Responsibilities

Responsible for leading, developing, managing, and executing all aspects of maintenance relating to the manufacturing equipment, with an emphasis on predictive and preventative maintenance

Review and implement plans for major capital projects and energy studies

Provide technical leadership in the development of new and improvement of existing processes

Training, supervising, and mentoring of maintenance department

## Requirements

BS degree in Mechanical Engineering, Industrial Engineering, or similar

5 years experience managing and leading a maintenance department

Analytical and problem-solving skills

Strong communication skills

Experience in managing large and small capital projects

## Engineer 9

### Job summary

We have an opportunity for an energetic, customer-focused Engineer to be a key contributor to the engineering initiatives with the opportunity for upward career growth.

## Responsibilities

Project Scoping and Initiation in a manufacturing environment

Project Management in a manufacturing environment

Maintenance Department Leadership

## Requirements

Strong Command of the Microsoft Office Suite

Basic PLC knowledge or electrical ladder/logic circuits

Ability to provide engineering support to the Operations and Maintenance Staff

Ability to perform Root Cause Analysis by applying industry-recognized techniques

Strong interpersonal and communication skills

Bachelor's Degree in Engineering

A minimum of 5 years of work experience in an engineering/maintenance environment involving manufacturing

Strong oral and written communication skills

Potential for career growth



## Engineer 10

### Job summary

We are seeking an Engineer.

### Responsibilities

Oversee plant production and maintenance

Develop preventative and predictive maintenance plant

Oversee facilities maintenance

### Requirements

10+ years of maintenance leadership experience in a manufacturing environment

Experience working in a USDA facility