**CURRIER PLASTICS, INC.**

**DIRECTOR OF ENGINEERING**

**LOCATION: 101 COLUMBUS STREET, AUBURN, NEW YORK 13021**

***JOB SUMMARY:***

Lead the Engineering department in the development of new products through the quotation cycle, product development, tooling/automation build, qualification and inspection process while continually surpassing current customer expectations with improvements to customer molds and/or processes.

***ESSENTIAL JOB FUNCTIONS:***

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| 30% | Helps to develop strategic priorities at the Corporate level. Defines and recommends objectives in each area of Engineering and Development. Develops specific short-term and long-term plans and programs, together with supporting budget requests and financial estimates to attain Corporate goals. |
| 20% | Develops the capabilities of team members in a way that build both individual and team strengths. Provides for back up and succession plans. Review performance appraisals with Human Resource Department, and institute fair and effective merit-based pay changes based on performance reviews. |
| 30% | Through exemplary leadership, promotes a culture focused on innovation with a zero-defect mindset, operational excellence, and continuous improvement while promoting a safe work environment. Develops and monitors agreed upon expectations, key result metrics, strategies and plans to ensure success. Includes, but not limited to plans for technology and other investments as a part of an integrated and prioritized capital budgeting process, control of operational expenses, and other short- and long-term goals/objectives consistent with Corporate goals. |
| 10% | Works to insure seamless and cost-effective introduction of innovative new products into production by working effectively with Business development and Operations. |
| 10% | Promotes Currier Plastics Inc. interests in dealing with significant customer, supplier issues and relationships. Helps market the company to outside stakeholders. |

***KNOWLEDGE, SKILLS & ABILITIES:***

* Contribute to the overall success of the company by performing all assigned duties in a professional, timely, and accurate manner.
* Promote the Quality Improvement Process and ISO processes.
* Computer proficiency including word processing, data entry, spreadsheets, and generating reports using standard software applications.
* Possess superior leadership and organizational skills
* Strong written and oral communication skills to interact with customers, vendors, and coworkers in a professional and helpful manner in person or via phone or ~~written~~ Email correspondence.
* Ability to develop, plan, and implement short- and long-term goals.
* Ability to work independently and demonstrate initiative in supporting business growth goals
* Contribute to the overall success of the company by performing all assigned duties in a professional, timely, and accurate manner.

***QUALIFICATION STANDARDS:***

Four-year degree in plastics engineering and ten years experience in the field of Plastic and polymer molding engineering management is required.

Equivalent previous work experience directly related to this position is not a requirement but is highly desirable.

***SUPERVISORY RESPONSIBILITIES:***

Provide leadership and management to Engineering Managers, VP of New Product Development and Project Managers.

Responsible for making hiring, promotions, and termination recommendations. Plan assign and check work. Recommend salary adjustments, promotions, and conduct performance evaluations.

***PHYSICAL ACTIVITIES AND REQUIREMENTS:***

Sedentary work: Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Ability to stoop, kneel, crouch, sit and walk. Ability to reach, lift objects, use fingers, grasp, feel and perform repetitive motions. Ability to talk and hear.

***EQUIPMENT USED:***

Ability to use general office equipment including but not limited to the Microsoft Office suite (Excel, PowerPoint, Word, Outlook and Project), Familiarity with CAD systems and 3D Printing solutions.

***SAFETY, PROTECTIVE CLOTHING AND GEAR REQUIREMENTS:***

Safety requirements for this position include but are not limited to eye and ear protection when in areas associated with manufacturing. Employees must follow any additional safety requirements as posted in specific job areas.

***ENVIRONMENTAL CONDITIONS:***

The employee is subject to inside environmental conditions: Protection from weather conditions but not necessarily from temperature changes.

The employee is subject to noise enough to cause the employee to shout in order to be heard above the ambient noise level.

The employee is subject to hazards: Includes a variety of physical conditions, such proximity to moving mechanical parts, electric current.

The employee is subject to one or more of the following atmospheric conditions that affect the respiratory system or the skin: Fumes, odors, dusts, mists, gases or poor ventilation.

The employee is subject to oils: There is air and/or skin exposure to oils and other cutting fluids.

***MENTAL AND VISUAL REQUIREMENTS:***

Close mental and visual attention required to perform work dealing primarily with preparing and analyzing data and figures, performing accounting work, using computer terminal, AND/OR extensive reading.

**COMMUNICATION SKILLS:**

Ability to read, analyze and interpret general reference periodicals, professional journals, technical procedures, or government regulations. Ability to write reports, correspondence and procedure manuals. Ability to effectively present information and respond to questions from groups of department heads and managers, clients and members of the general public.

**MATH SKILLS:**

Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to calculate figures and amounts such as interest, proportions, percentages, area circumference and volume. Ability to apply concepts of basic algebra and geometry. Ability to interpret ~~bar~~ graphs. Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry.

**TRAVEL:**

Ability to travel domestically and internationally up to 25% of the time, often in less than 24hrs notice.