



<b>Job Title</b>	Engineering Manager	<b>Effective Date:</b>	01/09/2017
<b>Department:</b>	Engineering	<b>Revised Date:</b>	

**JOB DESCRIPTION**

**Essential Functions:**

The Engineering Manager has the overall responsibility for the development, quality, process and procedure development, guidance and coaching, for all technical staff within the engineering department at Trident Automation. The Manager will deliver leadership in all areas including the planning, organization, evaluation, and development of individuals and team working on controls projects for the company. The Engineering Manager will also actively participate in talent recruiting and management strategies with Human Resources. The Manager will provide strategic direction for the successful growth of the engineering department.

**Responsibilities:**

- Uses strong technical skills to lead and manage engineering team members.
- Accomplishes engineering human resource objectives by selecting, orienting, training, assigning, scheduling, coaching, counseling, and disciplining employees; communicating job expectations; planning, monitoring, appraising, and reviewing job contributions; planning and reviewing compensation actions; enforcing policies and procedures.
- Communicates vision and strategy for engineering team into effective action.
- Achieves electrical engineering operational objectives by contributing electrical engineering information and recommendations to strategic plans and reviews; preparing and completing action plans; implementing production, productivity, quality, and customer-service standards; resolving problems; completing audits; identifying trends; determining administrative system improvements; implementing change.
- Develop and implement policies, standards and procedures for the engineering and technical work performed in the department; including but not limited to quality and documentation standards.
- Works collaboratively with the Project Management team on all project to assure that engineering is meeting goals, milestones, scope and budget. Keeps abreast of all project work and assignment of the engineering team. Assists Project Management in setting priorities whenever necessary.
- Business development through communication of Trident's capabilities and cores skills. Serves as the customer's point of contact and manages customer expectations in regards to project team performance, deliverables, and schedule to ensure successful projects and customer satisfaction.
- Process Improvement - Assists the senior leadership by providing engineering team leadership to positively affect the quality and consistency of the job and project processes.
- Actively supports a culture of efficiency and cost control. Assists PM to manages projects to successful financial execution. Uses appropriate business systems to accurately project revenue for both active projects.
- Effectively manages the engineering team resources and leads the program to a successful execution. This includes partnering with the PM team to identify solutions to meet the customer's needs, while partnering with, supply chain, and third party suppliers to ensure the projects are successfully implemented at customers' plant sites.
- Actively participates in the Business team to facilitate and improve all processes and procedures that contribute to the success of projects and jobs.



- Provide feedback on performance and career development needs. Identifies opportunities to formally and informally mentor new and existing engineers and technicians.
- Strong interaction with business development and sales is a must. Develops and maintains relationship with external business partners and strategic vendors to assure that engineering team keeps up on technology and technological advancements in our business.
- Occasional travel may be required to meet the needs of the business (25%).

<b>Job Location:</b>	Corporate	<b>Company Industry:</b>	Engineering Consulting
<b>Job Role:</b>	Operational management of engineering team. Reports to CEO.	<b>Travel Required:</b>	Up to 25%
<b>Employment Status:</b>	Full-time	<b>Employment Type:</b>	Exempt, at will
<b>Salary Range:</b>	See Wage Ranges	<b>Manages Others:</b>	Yes: Engineering Team (FSEs, Controls Engineer and Panel Shop supervisor)

**Education and Qualifications:**

Minimum of a Bachelor’s Degree in Electrical/Electronic Engineering or other relevant engineering degree. A minimum of seven (7) to ten (10) years supervision and leadership of engineers and industry experience. Must be able to work in the United States legally and without sponsorship.

**Necessary Skills:**

- Possess strong organization; excellent communication and presentation skills
- Ability to prioritize and delegate work;
- Ability to organize work, prioritizes, and follow-thru for successful results.
- Solid working knowledge of industrial control systems.
- Ability to work in a cross-functional team environment.
- Possess strong team building and team leadership skills.
- Ability to handle demanding schedules including travel to customer sites.
- Possess conflict resolution and negotiation skills.

**Physical Requirements**

Please check all that apply to this position. When appropriate, enter the percent of time the position requires that activity and/or the amount (percentages do not have to total 100%).

Standing     20 % of the time                       Sitting             80 % of the time

Laying Down     0 % of the time                       Crouching     10 % of the time

Crawling     0 % of the time                       Twisting     0 % of the time

Kneeling     0 % of the time                       Reaching     5 % of the time

Climbing     5 % of the time                       Computer Use     95 % of the time



Pushing       5% of the time

Average weight  25       Maximum weight  50

Lifting       25% of the time

Average weight  25       Maximum weight  50

Vision Required:  yes/no  
Speaking Required:  yes/no  
Manual dexterity:  yes/no

Hearing Required:  yes/no  
Able to detect color:  yes/no  
PPE required:  yes/no

yes, specify: safety boots, eye protection, fire

retardant clothing, hearing protection when at  
customer site .