Thomas&Betts
Power Solutions

POSITION DESCRIPTION

Position Title:	**Industrial/Manufacturing Engineer**	**Department:**	**Operations**
Position Reports to:	**Director of Operations**	**Date:**	7/19/2010

1. DESCRIPTION OF OVERALL FUNCTION

Industrial/Manufacturing Engineer to provide support to our cost savings program. This role is a cross-functional role to evaluate assemblies, and components for in sourcing and/or outsourcing opportunities. The functions encompass, process and assembly review of materials, labor and overhead to aid in the decision making for Insourcing and/or outsourcing. This individual will work with support teams to identify savings opportunities and make recommendations to move assemblies, components, and product to the best cost producer utilizing Total Acquisition Cost, (TAC) module. Additional functions will include but not limited to, project or program managing, DFMA, FMEA's, time studies, costing analysis of material, labor and overhead. The candidate needs to be able to analyze cost of materials, labor and overhead to determine total acquisition costs to recommend fabrication in house or alternate suppliers. The qualified candidate must have a minimum of 3 years of Engineering support in a manufacturing environment, with some cost analysis background.

2. KEY RESPONSIBILITIES

Include, but are not limited to, the following:

- Project manage cost savings initiatives, programs, platforms
- Provide estimating, cost analysis and process review support to drive cost savings
- Assist plant in understanding true cost for current products, processes, sub-assemblies and components
- Perform cost analysis activities of total acquisition costs and make recommendations for insourcing or outsourcing to improve cost position of products
- Assist in the qualification of new suppliers
- Continuously improve processes utilizing synchronous and Lean manufacturing principles to improve labor efficiencies and quality
- Provide internal and external cost cards along with other required financial analysis
- Assist in launching new programs by developing process flows, cell layouts, component flows, estimating cycle times and labor requirements, line balancing and tracking builds prior to production launch and development of SOP
- Review ergonomic postures for building and inspecting procedures
- Assist in communicating and training all Quality Technicians, Supervisors, Team Leaders and team members of process changes
- Coordinate with program engineers on new program launches and component changes in efforts to implement DFMA strategies (Design for Manufacturing).
- Assist in developing work guidance's, FMEAs and control plans pertaining to initiated process changes

3. MINIMUM QUALIFICATIONS REQUIRED FOR THIS POSITION

- Bachelors degree in Industrial Engineering, Mechanical Engineering, Engineering Technology or related discipline
- Exposure / experience with DFMA, synchronous manufacturing, ergonomics
- 3 years of engineering support in a manufacturing environment with some cost analysis experience
- Strong analytical and problem solving skills
- Strong communication skills (verbal and written)
- Experience working with Lean principles
- Proficient in Word, Excel, Project, AutoCAD, Solid Works
- Work with minimal supervision and participate in cross functional teams
- Experience and knowledge of commodities such as sheetmetal, printed circuit boards, electric distribution breakers, and transformers

4. BEHAVIORAL SKILLS

- Cooperative/team focused
- Continuous learning
- Positive attitude
- Shows initiative

5. AMOUNT OF SUPERVISION RECEIVED

_____ a. **Minimal:** Receives only broad instructions from supervisor. Sets many priorities independently and proceeds at own pace. Keeps supervisor informed of progress as needed. Often supervises two or more employees, has authority to hire or fire and exercises discretionary powers.

__X__ b. **Routine:** Receives many task assignments from supervisor, but may initiate certain tasks without supervision. Keeps supervisor informed of progress regularly. May have some management responsibilities, make key decisions and write and manage policies and procedures with guidance from supervisor.

_____ c. **Detailed:** Individual tasks are assigned by supervisor. Tasks are normally routine. Set procedures are written on how to perform the function of the job. No managerial duties, or key decisions, policies or procedures are written without direct supervision and guidance.

6. MEASURES OF PERFORMANCE

- Safety
- Quality
- Cost Savings Reduction
- Cost avoidance
- Continuous Improvement projects completed
- A3 reporting – project management tool
- Cost of Pack and/or OEE
- TWI/JI

7. PHYSICAL REQUIREMENTS

(0%=NEVER; 1-10%=Rarely; 11-35%=Occasionally; 36-65%=Frequently; 66-100%=Continuously)

- Light physical effort normally 5-10 lbs. – Frequently
- Requires ability to lift up to 10-25 lbs. – Occasionally
- Lifting above shoulder level up to 25 lbs. - Occasionally
- Carrying (while walking to hold or rest weight directly on hands, arms, or shoulder) - Rarely
- Pushing (to exert force on or against an object to move about) - Occasionally
- Good manual dexterity (typing, writing, filing, creating presentation binders) - Continuously
- Use of hands - Frequently
- Speaking (able to communicate verbally, clearly and concisely on a daily basis) - Continuously
- Sitting while working on the PC or phone on a daily basis - Frequently
- Good vision required - Continuously
- Walking (up and down stairs on a daily basis) - Occasionally
- Reaching above the shoulder - Occasionally
- Reaching below the shoulder (reaching across desk/table) - Occasionally
- Bending (forward motion of the upper body from the waist to pick up or work close to the floor) - Occasionally
- Squatting (bending at the knees to lower body) to pick up or work close to floor) - Occasionally
- Climbing – Never

Compiled By:	
HR Approval:	