

Mechanical Design Engineer

JOB DESCRIPTION

Role of position: 1. Design a. Design machines/assemblies based on original ideas or known concepts, starting with the understanding of the internal technical specification leading to the release of documentation to purchase parts b. Prepare fabrication drawings, assembly drawings, manuals, supporting documentation, and BOM's in accordance with project scope c. Utilize 3D CAD software for designs d. Configure standard products per project scope e. Specify actuators such as cylinders and motors f. Specify pneumatic valves and draw pneumatic schematics 2. Data management a. Ensure design data follows revision rules b. Ensure BOM data is kept current 3. Product Maintenance a. Establish standard assemblies b. Maintain standard assemblies 4. Quality a. Use published department checklists and follow mechanical design processes b. Participate in continuous improvement activities 5. Manufacturing a. Assist assembly personnel during machine conditioning phase b. Assist manufacturing with steps to assemble machine c. Assist in solving manufacturing difficulties related to the design or drawings 6. Service a. Assist service team with troubleshooting issues in the field b. Assess upgrades or retrofits to legacy equipment 7. Requirements a. BSME or BS in Engineering with mechanical or electro-mechanical concentration or equivalent experience/education b. Ability to work in a fast-paced environment c. Experience with 3D CAD system d. MS Office product experience e. Traveling up to 15% 8. Preferences a. 2-5 years of experience in a mechanical engineering position b. Experience with PDM/PLM vault for revision control c. Solid Edge / Solidworks CAD experience d. Machine tool design experience including saws, drills, routers, fixtures, die work and servos

LOOKING FOR

Scholar

A Scholar is accurate, reserved, imaginative and seeks a high level of technical expertise.

[Learn More](#)

Analyzer

An Analyzer is intense, with high standards and a disciplined and reserved personality.

[Learn More](#)

Specialist

A Specialist is a highly precise worker, who remains skeptical while respecting authority.

[Learn More](#)

THEY

Will be	Will need
Introspective	Opportunities to reflect
Matter-of-fact	Room for introspection
Analytical	Freedom from office politics
Will Like Hearing	
Professional work environment	

Bring accountability to work

Freedom to take charge of your own assignments

See the results of your work

NOTEWORTHY BEHAVIORS

Formal	Task-oriented
Serious	Critical, creative thinker
Disciplined	Technical orientation
Sincere	Inquiring mind
Reserved, formal and quiet	Problem solver

SUMMARY

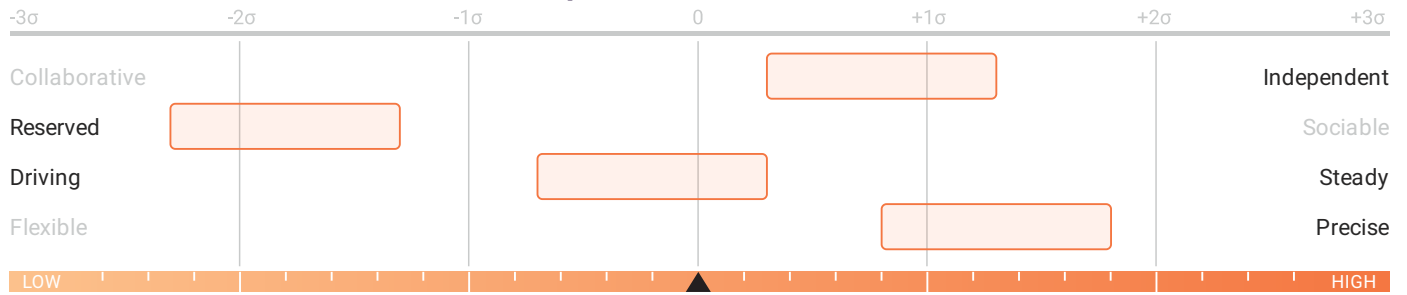
The focus of this position centers around the careful, deliberate, imaginative and serious undertaking of defined work. The job requires an ability to deal in a systematic and patient way with factual and technical information and processes, as well as an ability to focus directly on the knowledge base required for the task. This job requires a serious and disciplined approach and to do it well may mean doing it alone. Doing this job successfully requires focus on the immediate work to be done. A disciplined, conscientious, hands-on approach is central to this job and it requires work that is high quality and precise. Getting it 'done right', with no mistakes is key to the position. This job is primarily task-focused and does not rely heavily on interactive or social skills. In fact, there are few responsibilities in that area, and significant private time to think and absorb information. Due to the detailed, accuracy-focused nature of this job, the successful candidate will be subject to close scrutiny that may subject the candidate to both worry and criticism. Because this is a creative, technical position and because it requires a high level of expertise and accuracy, it provides opportunity to thoroughly plan in order to do the job right.

JOB CHARACTERISTICS

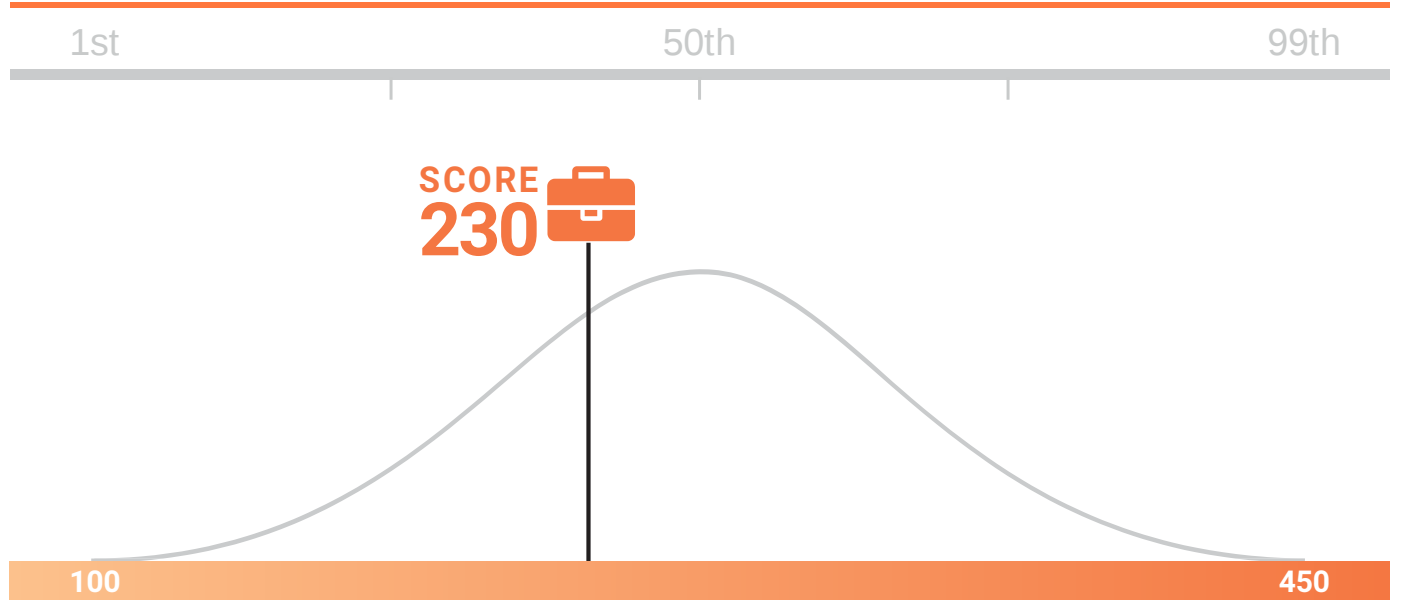
- A systematic, patient pace with the emphasis on creative imaginative thought in order to get the job done right Provides opportunity to complete one task before undertaking the next The job provides stable, consistent methods, processes and procedures
- Technical, intellectual focus Great deal of attention devoted to developing a creative solution to problems and decisions Reserved, serious and disciplined and extremely sensitive to criticism Offers the chance to develop expertise and a full understanding of the job to be done This is an "Expert" job and requires a desire to develop and maintain specialty knowledge Demanding and critical follow-up with very little delegation
- The quality and correctness of decisions is more important than the speed with which decisions are made
- Decisions must be made based on factual information, and cannot be rushed
- Communication is reserved and strictly factual
- Considerable opportunity to work alone, with no outside pressure
- Little need for influence through "selling"
- Communicates with confidence once sure of the information
- Uncomfortable and critical delegation style
- Leadership established by producing high quality, accurate product and processes

- Devotion to the task supports and frames the leadership style

For PI Masters



COGNITIVE TARGET



The ideal Mechanical Design Engineer candidate will have a score of at least 230 on the Predictive Index Cognitive Assessment.