

## Director of Engineering

Jagemann Stamping Company is a rapidly growing and expanding full-service stamping company recognized world-wide as a leading manufacturer of deep drawn, progressive, and fine blanked stampings. The latest technology coupled with the best people in a state of the art manufacturing facility, which encompasses all functional aspects including sales, design, tool building and manufacturing, enables Jagemann Stamping to provide its customer with products and service that consistently exceed expectations.

Jagemann Stamping, one of Manitowoc County's premier employers, is headquartered in Manitowoc, WI on the banks of beautiful Lake Michigan, 30 minutes south of Green Bay, WI and an hour north of Milwaukee, WI. In addition to offering a stable, dynamic work environment, Jagemann Stamping provides professional development and challenging careers with opportunities for growth and advancement where innovation and knowledge sharing are valued and rewarded. Jagemann Stamping employees receive highly competitive compensation and an exceptional benefits package including:

- Medical, dental, vision, life insurance available immediately upon hire
- 90/10% coinsurance for in network claims after deductible
- Company paid short term and long term disability
- Roth and traditional 401(k) plan
- Vacation awarded immediately upon hire
- 10 paid holidays
- 7.5% shift differential and additional vacation for 2<sup>nd</sup> and 3<sup>rd</sup> shifts
- On site workout facility for employees and spouses
- Education assistance plan
- Career development and progression
- Flexible, employee-friendly policies and work environment
- **Wall to wall air conditioned facility**

### **Major Function:**

The Director of Engineering develops processes and methods to manufacture new products and for the use of new equipment. Influence the use of automation, sensors and planned maintenance.

Organize functions relative to the changing of the physical facility or the rearrangement or addition of equipment and systems. Maintain plant drawings to reflect changes made.

To provide coordination of the Continuous Improvement program throughout all business processes and support services. Develop action plans and communicate status and results to the rest of the organization.

### **Major Responsibilities:**

Manages and coordinates the work of the Engineering personnel. This includes Design Engineering department.

Develops schedules / time-lines for engineering functions on New Product Development programs. Is responsible for the implementation of these schedules and adherence to the plan.

Directs Design Engineers in the application of new techniques that apply to current or future processes that will impact the growth and profitability of the company.

Supports the continuous improvement program by participating with the C.I. team and giving input as to the direction that should be followed.

Prioritizes, schedules, and implements C.I. projects that Design Engineering, R&D, or the Tool Room has been assigned.

Prepares reports on the department status. This includes adherence to schedules, volume of work produced, hours utilized (regular and overtime), accomplishments of individuals, and comments pertaining to continuous improvement projects.

Develops and implements strategic planning objectives for the Engineering Department and is responsible for the communication of these objectives to department personnel.

Provides a liaison between Design Engineering/R&D and Manufacturing as needed to ensure that new processes are implemented with new product requirements, to avoid surprises when a part gets to manufacturing that cannot be processed with normal methods, causing delays and cost overruns.

Advances the use of software solutions and other methods to reduce the engineering and development phase of product development. Maintains all current CAD drawings and files. This may include tool, machine, and facility drawings of the plant, offices and equipment.

Administers disciplinary measures, appraises employee performance and recommends change of status and wage adjustments in accordance with company policies.

In support of manufacturing, provides expertise regarding the feasibility, concepts and methods used to accomplish machine repairs, spare parts building, or mechanical revisions. Assists in the development of new primary and secondary manufacturing processes and methods.

Demonstrates the technical knowledge and capability to garner respect, and provide leadership, within a highly technical and skilled field.

**Required Qualifications:**

- Design or Manufacturing Engineer or the equivalent in BOTH education and experience.
- Additional courses in Supervisory Techniques, Cost Accounting and Machine Tool Operations are highly desired.
- 10 or more years of experience including time as a Design or Manufacturing Engineer.
- Experience in the implementation of lean manufacturing and continuous improvement methodologies
- Demonstrated experience in project management with multi-faceted, long term projects
- Strong verbal and written communication skills
- Proven ability to lead diverse teams from various areas of the company
- Excellent computer skills, including Microsoft Office and Outlook

This position requires an individual with the technical knowledge and capability to garner respect, and provide leadership, within a highly technical and skilled field.

If you desire the chance to make a difference and to work with great people who value teamwork, challenges and the ability to impact the future of the company, please apply on line through Indeed, or at [www.jagemann.com](http://www.jagemann.com) or send resume to: Jagemann Stamping, 5757 West Custer Street, Manitowoc, WI 54220. "Attention Human Resources"

*Jagemann Stamping is an Equal Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national or ethnic origin, sexual orientation, gender identity or expression, age, disability, veteran status or other characteristics protected by law.*

