

CYBEX POSITION DESCRIPTION

MANAGER, PRODUCT ENGINEERING

BASIC PURPOSE:

To provide leadership in project management to a robust product development process and team to achieve the company product goals and objectives. This position is also the principal technical leader on all aspects of product development including to perform design, analysis and development of new products from initial concept through manufacturing.

DUTIES AND RESPONSIBILITIES:

Lead Product Engineering Group to ensure achievement of company product goals and objectives.

Conceptualize and design new products and improvements to existing products using a wide variety of engineering disciplines and techniques.

Establish design goals oriented around pertinent design criteria such as product performance, manufacturability, part interchangeability, strength, durability and cost.

Perform role as mechanical engineering expert for the department including FEA structural and component analysis as required.

Create, evaluate and modify mechanical and electromechanical mechanisms and devices.

Plan, organize and conduct technical research projects as needed.

Maintain an up-to-date understanding of Compliance and Safety standards that must be met by the products.

Perform role as project manager on select projects as required. Exercise responsibility for planning, organizing and executing projects from inception to finished product. Must lead design process rather than looking to be directed.

Establish and coordinate working relationship with outside consultants, vendors, and customers when required to complete projects.

Work with Director of Engineering / Product Manager in planning of projects and meeting all established deadlines.

Lead development of engineering staff:

A. Design department to ensure appropriate skills and talent are in place to

- achieve established goals
- B. Develop position descriptions and performance standards for NPD (New Product Development) staff.
 - B. Interview, hire, and approve training plan, for all new staff to fill vacant or new positions within the group.
 - C. Review staff performance and, in coordination with Human Resources, set salary levels and decide on promotions or transfers. Establish group objectives, standards, and operating procedures to develop internal departmental coordination and maximum output.
 - E. Coordinate group interaction with other company departments and divisions.
 - F. Delegate projects and responsibilities to staff as necessary. Monitor progress and make adjustments as needed.

Perform other duties as assigned.

QUALIFICATIONS AND SKILLS NEEDED:

Minimum formal education, experience and training:

BSME required. Advance degree preferred. Skills in sheet metal and machine design, castings, plastics, machining and welding required. Design capability with Solid Works, Pro E or equivalent and solid modeling CAD system is required. FEA experience required. A minimum of 10 years experience in mechanical design, preferably designing consumer products in a volume manufacturing environment as well as a minimum 5 years of project/people management experience.is required

Preferred formal education, experience and training:

PE license desired. Experience working in a concurrent engineering development environment. Experience working with TQM/ISO 9000 beneficial.

Other knowledge and skill requirements:

Strong analytical, communication and interpersonal skills are necessary to coordinate multi-functional projects.

Reports to: Director of Engineering