



## **JOB DESCRIPTION**

**JOB TITLE:** Director of Engineering

**LOCATION:** Millington, TN

**REPORTS TO:** Chief Operating Officer

**POSITION SUMMARY:** Responsible for all aspects of Indmar's engineering product development activities including the conceptualization and day-to-day management of research and development projects, delivering manufacturable designs within time and budget constraints as well as ensuring engineering team and manufacturing departments work together cohesively in order to foster innovative solutions that meets the customer's needs.

### **DUTIES AND RESPONSIBILITIES**

- 1) Serve as a key member of Indmar's leadership team that sets the company's strategic direction.
- 2) Develops strategic planning for the direction and control of product development activities.
- 3) Formulates long-term objectives and standards of performance for the Engineering department.
- 4) Ensures the department achieves objectives and project completion within time frame utilizing project management software.
- 5) Establishes and manages project budget and controls expenses effectively.
- 6) Maintains knowledge current industry trends, ensuring that the company continues and expands its technology leadership position.
- 7) Motivates staff and provides technical direction and guidance, as well as hands-on project management, recognizing the role as that of both manager and support resource/mentor.

- 8) Trains, develops and appraises staff effectively, taking corrective action as necessary on a timely basis and in accordance with company policy. Consults with human resources as appropriate.
- 9) Ensures that the Engineering department is focused on meeting and exceeding the customer requirements.
- 10) Represents company on assigned industry boards.
- 11) Ability to travel as required, approximately 10 – 20% of the time. Some travel may be international.
- 12) Manage EPA/CARB certifications to ensure compliance with federal/State guidelines.
- 13) Works in collaboration with Director of Manufacturing Engineering to ensure product quality as well as utilization of best manufacturing practices.

#### **REQUIRED EDUCATION AND SKILLS:**

- 1) Bachelor's Degree in Mechanical or Electrical Engineering.
- 2) Minimum of 10 years of manufacturing industry experience, with at least 5 years in a management position. Experience in the marine industry is strongly preferred.
- 3) Proven ability to successfully lead a cohesive team that is productive and efficient.
- 4) Ability to manage diverse, simultaneous projects of varying complexities.
- 5) Strong relationship management, strategic development, project management, problem solving and change management skills.
- 6) Possess the intellect, style and integrity such that customers will perceive him/her as an expert who can resolve and anticipate their manufacturing and supply problems and with whom they would like to do business.
- 7) Strong working knowledge of motor control systems and energy storage types.
- 8) Knowledge of EPA, SAE, US Coastguard laws, ABYC recommended regulations, CE Foreign Regulations, ANSI/NIT Engineering Standards
- 9) Working understanding of SAEJ1939 protocol and NEMA 2000 protocol
- 10) Proficiency with computers including Microsoft Office Suite and SolidWorks CAD software; CSWP or CSWE is strongly preferred.