

Engineering Manager

Job Title:	Engineering Manager	Position Type	Full Time
Location:	Carlsbad, CA	Travel Required:	Yes
Resumes Accepted By:			
Fax or E-mail: (760) 741-7269 or careers@automationgt.com Please include [Engineering Manager Position] in the subject line.			
About Automation GT			

Automation GT is currently looking to hire a hands-on Engineering Manager to lead our team of Mechanical, Controls, Electrical and Software Engineers. The incumbent will possess technical leadership, system engineering expertise, assume responsibility for all engineering projects and guide our team to ensure on-time delivery. This position reports to the President and CEO.

Founded in 2002 in Southern California, Automation GT is an innovative company focused on the design and construction of custom automated machinery and systems. We employ professionals with a range of skills and qualifications, which allows us to approach every aspect of machine design, engineering, assembly, customer service, marketing and sales on an in-house basis.

We provide an ideal work environment for engineers looking to grow their skillsets, flourish in a community with opportunities for independent creativity, as well as collaboration with talented engineers and technicians trained in diverse fields including software integration, mechanical and electrical engineering and robotics.

At Automation GT, you will work with a team of forward-thinking individuals that are well-versed on industry standards and best practices to identify creative solutions for a diverse set of design and engineering challenges. You will be able to put your skills towards the creation of machines that have a positive impact on the lives of many people. We have done extensive work in the design and manufacturing of automation machinery for the biotechnology, life science, pharmaceutical and medical device industries. However, we do not limit ourselves to any particular project type, and are interested in all applications of advanced automation technology.

At Automation GT, we hold three core values as the heart of our company culture:

- We are committed to making decisions based on data and the scientific method.
- We are committed to prioritizing customer satisfaction in all that we do, which often involves thinking ahead and anticipating what they will need.
- We are committed to ensuring the job satisfaction of our employees and will work with you to ensure that you are finding plenty of opportunities to grow and find fulfillment.

We offer staff members a compelling package, including a competitive salary, superior benefits, an outstanding work environment and opportunities for career advancement. Through these comprehensive offerings, every individual has the chance to achieve significant growth, both financially and professionally.

Job Description

Responsibilities:

- Leads a team of mechanical, electrical, controls and software engineers with a hands-on involvement to develop advanced technology solutions in automation
- Develops, deploys, monitors and measures internal design standards within all engineering sub groups
- Works closely with Application Engineers to develop concepts and support sales engineering as needed
- Manage internal design reviews and participate in design reviews with customer
- Ensures final output of machine designs are functional, cost-effective and meet customer requirements
- Prepares, communicates and monitors individual workloads to optimize and adhere to project schedules as well as capacity management
- Develops department best practices and standard operating procedures to include integration and hand-off of designs to the Purchasing and Operations departments
- Provides technical expertise on strategic initiatives and presents key industry trends to senior management to include creating and deploying new and unique approaches in automation
- Provides periodic insights and reports to senior management to ensure continued alignment with department and company goals
- Leads the Engineering team to deploy product strategies
- Monitors vendor products and new technologies
- Promotes good communication and engagement amongst internal and external teams to ensure customer expectations are met
- Continuously collaborates with internal and external teams to achieve shared objectives
- Inspires, mentors, grows and develops engineering talent while providing vision and direction for the team

Minimum Experience/Education:

- 7+ years of professional experience designing and developing industrial automation or life science products and systems
- 3+ years of experience in a management leadership role
- MS Engineering preferred, BS acceptable with demonstrated experience
- Strong knowledge and experience with engineering principles and procedures that apply to machine design, part handling, robotic end-of-arm-tool design, semi-automated work cell layout, robotic work cell layout, process flow, operator ergonomics and machine aesthetics
- Experience with programming languages and software programs relevant to the industry
- Proficient in the use of SolidWorks and/or AutoCAD to generate 3D solid model designs from concept to fabrication
- Must possess in-depth understanding in one or more engineering fields (i.e. electrical, software, mechanical)
- Familiarity with industry policies and procedures to ensure safety, environmental, and regulatory compliance
- Candidate should be proficient in ANSI/ASME and GD&T standards
- Thorough understanding of machine controls and systems integration

- Thorough understanding of motion control technologies and mechanical drive train design including the application of stepper motors, servo motors, pneumatics and hydraulics
- Relevant experience in:
 - Design for manufacturing
 - Design for automation
 - Special purpose machinery
 - Industrial robots
 - Industrial machine control systems Software

General Skills/Qualifications:

- Must be able to take on more complex and advanced engineering projects while balancing managerial responsibilities
- Proven results with creation and maintenance of software standards and drawing library
- Work in the establishment of engineering design standards and re-use recommendations
- Ability to attract and retain engineering talent
- Proven leadership skills and success managing a team
- Customer-oriented, with the ability to represent Automation GT and present engineering ideas and designs to non-technical audiences
- Motivated self-starter and team-player
- Extensive cross functional team experience including technical and non-technical work
- Must have the ability to prioritize, multi-task, meet deadlines and work without supervision
- Organized and detail-oriented with excellent written and verbal communication skills
- Proficient in MS Office Suite (e.g. Excel, Word, Outlook, Visio) and general computer literacy
- Must be a creative thinker, results-oriented and focused
- Must possess an analytical mindset and be a problem-solver
- Must have core values, exceptional work ethic and the ability for continuous self-improvement
- Highly organized and possess the ability to prioritize a varied and fast-changing workload
- High achiever, persistent and conscientious