



Engineering Operations Manager Job Description

Overview:

The Bastian Automation Engineering Operations Manager leads the Engineering and Operations Departments to develop and execute innovative, cost effective design solutions for our customers. The process involves understanding the customer's goals and objectives, and developing smart engineered solutions to meet these goals. The Engineering Operations Manager will have a close working relationship with the Chief Technical Engineer for developing design concepts and final designs. Technologies used in this position range from high level custom automation (specialty conveyors, PLC control, HMI screens, 3D modeling) to more conventional fabricated items (lifts, transfers, racks, etc.) . The Engineering Operations Manager's success will depend largely on his or her leadership, organization, and technical skills.

Superior Performance Objectives:

- Ensures engineering designs and projects are executed in the most effective manner in regards to budget, meeting delivery timelines, and exceeding customer expectations.
- Directs the Engineering resources to meet each engineering delivery timeline.
- Leads, mentors, and grows all of your personnel to meet our strategic goals.
- The Engineering Team develops superior equipment designs. (Best of Breed)
- Promotes and develops a happy, cohesive and enthusiastic team that enjoys working together, solving problems and ultimately helping our customers.
- Works well with others on the Bastian Automation Engineering team. Has fun!

Requirements:

- Bachelors of Engineering required. Master's Degree in Business or Engineering or P.E. a plus. Comfortable with basic business financials and product costing.
- Strong mechanical design aptitude.
- Ability to work with engineering to produce fabrication drawings from 3D models efficiently.
- Experience developing and applying contemporary industrial material handling and automation designs a plus.
- Efficient execution of projects; complete engineering packages delivered to production in a timely manner maximize their efficiency.
- Proficient with SolidWorks or similar 3D parametric modeling software
- Experience in using and managing a PDM system a plus.
- Proven method of scheduling resources and keeping team on schedule.
- PMP Certification a plus

General Job Description:

- Mentors new Engineers and Project Managers that come on board. Works with them with positive reinforcement to build confidence and ability to think on their own.
- Maintains a consistently positive, enthusiastic culture to work in.
- Schedules Engineering Resources to meet budgeted hours and engineering deadlines for all projects. Holds the Engineering and Operations Teams accountable.
- Performs annual performance evaluations for all direct reports in the Engineering Department and Operations Department. Includes writing the evaluation and charting goals and accomplishments for the engineers.
- Works with Applications Sales Engineers to help develop concepts for new projects.
- Oversees engineering to develop designs for special material handling related equipment from concept to detailed fabrication drawings.
- Helps resolve engineering issues as they arise by working closely with vendors and manufacturing.
- Meets and exceeds our customer's expectations through superior design and implementation.
- Be a great team player and contributor within the office.
- Maintains the office area clean and organized.
- Track time spent by Project and enters into time tracking software on a timely basis.
- Completes all administrative tasks and paperwork in timely manner.
- Works well with manufacturing. Pitch's in where needed.
- Be a well respected, strong leader (360, Direct Manager Surveys)
- Billable Utilization (Revenues / Total Salary) are greater than 2.0 for each managed resource.