

---

## **Standard Products Manager**

### **Job Description**

January, 2012

#### **Overview:**

The Bastian Automation Engineering Standard Products Manager is responsible for leading the standard products group to develop innovative and cost effective engineered solutions for our customers. The Standard Products Manager will oversee all facets of the standard products group including marketing and sales, engineering, project management and coordination with manufacturing. This role will have a close working relationship with the entire management team at BAE – General Manager, Office Manager, Engineering Operations Manager, Chief Technical Engineer and Manufacturing Manager. The Standard Products Manager's success will depend largely on his or her leadership, organization, and technical skills.

#### **Superior Performance Objectives:**

- Inspires members of the standard products group to innovate and produce a family of high quality and market competitive conveyor products using the latest technologies.
- Superior Leadership skills and business acumen to rapidly grow revenues, resources and capabilities of the group.
- Strong sense of design for manufacturability; strong manufacturing engineering background.
- Promotes and develops a happy, cohesive and enthusiastic team that enjoys working together, solving problems and ultimately helping our customers.
- Leads, mentors, and grows all of your personnel to meet our strategic goals.

#### **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.
- Efficient execution of projects to meet or exceed budget and schedule.
- Proficient with SolidWorks or similar 3D parametric modeling software
- Experience in using a PDM system
- Proven method of scheduling resources and keeping team on schedule.
- PMP Certification a plus

#### **Attributes:**

- Energetic ambitious and hard working.
- Positive and contagious attitude, well disciplined.
- Strong interpersonal skills and management experience required.
- Must be a process driven individual, highly organized.
- Sense of urgency for completing tasks
- Strong demonstrated sense of marketing and sales

- 
- Excellent communication skills (both written and verbal)

**General Job Description:**

- Generate a new standard product line of conveyors and associated standard material handling equipment.
- 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 Standard Products Group. Includes writing the evaluation and charting goals and accomplishments for the engineers.
- Oversees and participates in engineering to develop designs for standard conveyors 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.
- Develop all necessary documentation and marketing materials to promote standard products.
- Produce rich and valuable costing tools for our internal and external customers for standard products (ease of use!).
- Create pricing budgets for all standard products; estimate labor, materials and tooling required to manufacture standard products.
- Generate drawing tools for our customers to use to quickly and efficiently create system layouts with our products (similar to HyCAD)
- Ambassador for new sales of ZiPline and other standard products. Go to customer sites for sales presentations to support our Bastian offices.
- 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.