

Position: Engineering Manager

Company Profile

Over the past 50 years M-E-C Company has supplied drying systems to a variety of industries, such as wood fuel pellets, oriented strandboard (OSB), medium density fiberboard (MDF), particleboard, alfalfa, forage crops and grasses. Our forest industry dryer systems are drying products such as shavings, grasses, algae, sawdust, chips, bark, particleboard furnish, MDF fiber, OSB strands, hogfuel and wood flour. M-E-C has designed, manufactured and placed more than 550 successful drying systems in the U.S.A., Australia, Canada, China, Chile, Finland, India, Ireland, Japan, Korea, Malaysia, Mexico, Peru, Philippines, Sweden, Taiwan, United Kingdom and Venezuela.

Job Purpose

The incumbent is responsible for managing the engineering department. Developing efficient innovative methods of producing, shipping, and maintaining industrial dehydration equipment.

Duties and Responsibilities

Essential duties and responsibilities include, but are not limited to:

Management

- Promote, foster, and adhere to company vision, ensuring that his/her actions are aligned with the vision of Company.
- Actively participate in the development of the company's mission; share and promote this mission with others in the organization.
- Act as key player on the management team, assisting in the establishment of quality control standards.
- Support and advise the VP Marketing & VP Operations on all aspects of the operation. Assume the duties of the VP Marketing, in his/her absence.

Control

- Make no compromises in the face of customer satisfaction
- Develop, support, and control the project's cost, making certain that the projected cost is respected and all attempts are made to achieve/surpass it.
- Develop and implement plans and operating methods/procedures designed to eliminate manufacturing, shipping, construction, and maintenance problems, improve product quality, and efficiently utilize resources and materials.

Employee Development

- Coach, develop and manage all direct reports. Evaluate performance of direct reports, promote Company policies, culture and continuous improvement initiatives. Provide leadership to a group of several salaried employees.
- Oversee training activities and succession planning for employees within his/her departments, ensuring that employees are instructed on the proper methods and techniques for their position(s).

Required Qualifications

- Bachelor of Engineering (Mechanical, Electrical or Chemical preferred)
- Minimum of 10 years progressive supervisory and management experience
- Knowledge of thermodynamics, environmental compliance, and manufacturing techniques
- Aptitude to function as a Change Agent, to foster creativity and idea generation
- Strong communication, interpersonal, and leadership skills
- Ability to prioritize, plan, organize, and lead a large team
- Capacity to exercise problem solving techniques in the analysis of a problem
- Ability to assess and make decisions in urgent and demanding situations
- Proficient use of computers (ie. Microsoft Office)

Direct Reports

The Engineering Manager will be responsible for the direct supervision of:

- Engineering department
- Drafting department

Location: Neodesha, Kansas

Compensation: 80 to 85 plus bonus plan

Relocation: Yes

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