



## **DIRECTOR OF ENGINEERING – NEW PROGRAMS**

### **The Company**

Our client is an internationally recognized industrial corporation, engaged in the manufacture, sale and distribution of lighting products, precision materials and components.

### **Location**

This position is located in an attractive, quality-of-life, Mid-Western location.

### **Compensation**

This position will provide an attractive six figure base salary, complemented by Management Incentive, predicated on both individual achieved objectives and consolidated operating business results. Comprehensive relocation allowances, as well as a full range of outstanding employee benefits, are also provided.

### **Reporting Relationship**

The Director of Engineering will report to the President.

### **Position and Responsibilities**

The Director of Engineering is responsible for planning, directing and managing all phases of development, product design, implementation of standardization, tooling implementation, material selection, equipment development and purchased components. Ensures the quality of engineering output results in total quality manufacturing yields which are required to successfully compete in a global automotive lighting market. Ensures product/process design and development programs are managed via disciplined and rigorous methodologies. The incumbent has responsibility for meeting all financial targets on every new program developed for both North America facilities. Incumbent will be responsible to initiate and implement technical productivities. Direct product design activities at remote domestic and foreign sites at customer and company facilities. Ensure product design and development programs are managed via Total Cycle Time methodologies.

### **Major Responsibilities**

- Plan, manage, and control the design and development of automotive lighting systems by working closely with customer engineering and product development on customer product designs.
- Consolidates, balances, and supervises the program budgets: product cost, targets, gross margins, tooling expenses, total engineering hours, and capital expenses.
- Ensures participation of simultaneous engineering functions in the development process.
- Directly responsible for team leaders, project managers, project engineers and application engineers. Manages risks by identifying cross-project issues on active programs or cost reduction implementation projects and proposes solutions.

- Ensure all product designs are completed on time and within budget. This requires working closely with outside vendors in design, construction and debugging product tooling and equipment.
- Responsible for the application of standard DDMAP, methodologies, tools, organizations, and indicators by the program managers.
- Responsible for the organization, planning, agenda, minutes and follow-up on actions of the Program Management Committee (PMC).

## **Core Competencies**

Successful candidates will possess the following core competencies:

- Change Management
- Collaboration
- Commitment to Continuous Improvement
- Customer Satisfaction
- Leadership
- Strategic Orientation

## **Candidate Qualifications**

- Minimum B.S. Engineering, Master's desired
- Minimum 10 years of progressively responsible engineering management experience
- Knowledge of Total Cycle Time methodology
- Excellent oral and written communication skills
- Proven leadership abilities and the ability to motivate others
- Prior experience at working with automotive manufacturers
- Ability to effectively lead a group of engineering managers and to establish collaborative relations across all organizations within the company