

## HR Konnectz Full Role Profile Sample

Position Title: **Engineer** Reporting To Position: **Engineering Manager**  
 Position #: **2813** Location: **Any Town, Canada** Band/Level Assignment: **C2**

**Purpose:** The incumbent in this position performs a variety of manufacturing engineering tasks including the development of plant layouts, establishing work methods and automated processes, designing and selecting tools, and establishing production standards and time standards.

<b>Major Responsibilities</b> (listed in order of importance)	<i>Percentage of time spent on each</i>
<b>Plant or Layout Engineering</b> - arranges machines, lays out plant facilities and set-ups to ensure the most efficient and productive layout. Designs material-handling methods. Develops, designs and recommends long- and short-term plans for maintenance, repair and expansion of buildings, equipment and facilities including power plant and utilities.	1. <b>50%</b>
<b>Quality Control</b> - develops, recommends and administers quality control techniques. Utilizes industrial statistics for the presentation and analysis of quality control and other manufacturing data.	2. <b>15%</b>
<b>Process Engineering</b> - determines tools, equipment and dies required for shaping, finishing and assembling an assigned product, thus planning the sequence of operations.	3. <b>15%</b>
<b>Machine and Tool Design</b> - designs and develops machinery, machine tools, gauges, dies, jigs, fixtures and special tools required as most suitable to the prescribed volume of production, materials and surfaces.	4. <b>10%</b>
<b>Gauge Design</b> - develops special gauges and instruments and applies statistical methods in order to attain precision specified.	5. <b>5%</b>
<b>ACCOUNTABILITY:</b> At the level of organizational processes used to accomplish the work of the organization.	
<b>IMPACT OF DECISIONS:</b> Decisions typically have a short to longer-term focus (i.e. operational plans, etc.) and have a considerable impact on a department, a business unit/process of the organization or a group of customers or the public.	
<b>COMMUNICATION/RELATIONSHIPS:</b> Frequently leads and/or influences key decision-makers within the organization in the implementation of operational processes; and sustains complex but routine relationships with members of the organization's external stakeholder community.	
<b>THINKING REQUIREMENTS:</b>  <b>ANALYTICAL:</b> Solves problems by collecting facts and data points, using appropriate analytical approaches drawn from an unspecified range of possible alternatives. <b>CREATIVITY:</b> Brings creativity and novel solutions to problems, including modification of existing processes and practices.	
<b>KNOWLEDGE, SKILLS &amp; COMPETENCIES:</b>  <b>EDUCATION:</b> Bachelor's Degree. <b>OCCUPATIONAL EXPERIENCE:</b> 10 to 12 years related experience. <b>MANAGERIAL EXPERIENCE:</b> 5 to 8 years related experience.	
<b>WORK ENVIRONMENT:</b> Typically standard office environment with some irregular work hours or shifts (i.e. evenings, weekends etc.). Occasionally works in noisy plant environment.	
<b>PHYSICAL/MENTAL DEMANDS:</b> Occasionally operates machinery and required to work in awkward positions while doing inspecting. Frequent intense prolonged concentration (visual or mental).	