

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.

Major Responsibilities (listed in order of importance)	<i>Percentage of time spent on each</i>
Plant or Layout Engineering - 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. 50%
Quality Control - develops, recommends and administers quality control techniques. Utilizes industrial statistics for the presentation and analysis of quality control and other manufacturing data.	2. 15%
Process Engineering - determines tools, equipment and dies required for shaping, finishing and assembling an assigned product, thus planning the sequence of operations.	3. 15%
Machine and Tool Design - 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. 10%
Gauge Design - develops special gauges and instruments and applies statistical methods in order to attain precision specified.	5. 5%
ACCOUNTABILITY: At the level of organizational processes used to accomplish the work of the organization.	
IMPACT OF DECISIONS: 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.	
COMMUNICATION/RELATIONSHIPS: 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.	
THINKING REQUIREMENTS: ANALYTICAL: Solves problems by collecting facts and data points, using appropriate analytical approaches drawn from an unspecified range of possible alternatives. CREATIVITY: Brings creativity and novel solutions to problems, including modification of existing processes and practices.	
KNOWLEDGE, SKILLS & COMPETENCIES: EDUCATION: Bachelor's Degree. OCCUPATIONAL EXPERIENCE: 10 to 12 years related experience. MANAGERIAL EXPERIENCE: 5 to 8 years related experience.	
WORK ENVIRONMENT: Typically standard office environment with some irregular work hours or shifts (i.e. evenings, weekends etc.). Occasionally works in noisy plant environment.	
PHYSICAL/MENTAL DEMANDS: Occasionally operates machinery and required to work in awkward positions while doing inspecting. Frequent intense prolonged concentration (visual or mental).	