



**Zoomlion Heavy Industry N.A., Inc.**

## **Engineering Manager – Structural Systems**

**Department:** Engineering

**FLSA Status:** Exempt

**Grade/Level:**

**Job Type:** Regular

**Work Schedule:**

Weekdays Monday through Friday. Hours flexible to meet project needs.

**Job Status:** Full Time

**Reports To:** President/General Manager

**Amount of Travel Required:** up to 20%

**Positions Supervised:** Structural engineering group which may consist of permanent employees, contract employees and interns.

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### **POSITION SUMMARY**

The Engineering Manager will be a key product development person for the division providing research and designs, tests and validations, engineering leadership and training, and product launch of off-highway vehicles (including agriculture, construction, aerial work platform and other off-road machinery).

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### **ESSENTIAL FUNCTIONS**

#### **Reasonable Accommodations Statement**

To accomplish this job successfully, an individual must be able to perform, with or without reasonable accommodation, each essential function satisfactorily. Reasonable accommodations may be made to help enable qualified individuals with disabilities to perform the essential functions.

#### **Essential Functions Statement(s)**

- Manage the coordination and overall integration of technical activities in structural engineering projects of off-road equipment.
- Leads and collaborates with other engineers on design for manufacturability, design for assembly and project design changes.
- Confer with management, production, or marketing staff to discuss project specifications or procedures, including identification of features focused on benefits to the end user customers.
- Prepare budgets, bids, or contracts.
- Develop or implement policies, standards, or procedures for engineering and technical work.
- Evaluate environmental regulations or social pressures related to environmental issues to inform strategic or operational decision-making.
- Develop or implement programs to improve sustainability or reduce the environmental impacts of engineering activities or operations.
- Evaluate the environmental impacts of engineering or research and development activities.
- Identify environmental threats or opportunities associated with the development and launch of new technologies.
- Develops structural systems of machinery production equipment including concept, design and validations.
- Communicates with external and internal customers and vendors at key project points, collects and understands VOC and convert into the design specifications.

- Leads and coordinates with design and manufacturing engineers, designers, technicians and other groups (including international teams) to achieve project goals.
- Verifies machine performances, capability and provides training on use.
- Designs, detail and coordinates the fabrication and assembly of the tooling and fixturing required to support high quality manufacturing processes.

## **POSITION QUALIFICATIONS**

### **Competency Statement(s)**

- Leadership Skills - Effective leaders are able to make sound decisions, inspire others to perform well, set and achieve challenging goals, take swift and decisive action even in difficult situations, outperform their competition, take calculated risks and persevere in the face of failure.
- Business Acumen - Ability to grasp and understand business concepts and issues.
- Management Skills - Ability to organize and direct oneself and effectively supervise others.
- Communication, Oral - Ability to communicate effectively with others using the spoken word.
- Communication, Written - Ability to communicate in writing clearly and concisely.
- Goal Oriented - Ability to focus on a goal and obtain a pre-determined result.
- Accountability - Ability to accept responsibility and account for his/her actions.
- Leadership - Ability to influence others to perform their jobs effectively and to be responsible for making decisions.
- Interpersonal - Ability to get along well with a variety of personalities and individuals.
- Conflict Resolution - Ability to deal with others in an antagonistic situation.
- Project Management - Ability to organize and direct a project to completion.
- Judgment - The ability to formulate a sound decision using the available information.
- Ethical - Ability to demonstrate conduct conforming to a set of values and accepted standards.
- Team Builder - Ability to convince a group of people to work toward a goal.
- Decision Making - Ability to make critical decisions while following company procedures.
- Innovative - Ability to look beyond the standard solutions.

## **SKILLS & ABILITIES**

**Education:** Bachelor's Degree (four-year college or technical school) Required, Field of Study: Mechanical, Industrial, Ag Engineering or related study  
Master's Degree Preferred, Field of Study: Engineering or Business

**Experience:** 10 plus years of experience in design & manufacturing of structural systems, such as machines' structure, mechanisms and frames of off-highway vehicles (including agriculture, construction, mining machinery, aerial work platforms, etc.)

5 plus years of leadership experience directly managing a team of engineers and projects.

Familiar with industrial engineering standards, i.e. ISO, SAE, ASABE, etc.  
Master MS office suites and MS Project  
Familiar with Design for Assemblies & Manufacturing  
Familiar with Engineering Change & Release Processes  
FEA Analysis a plus  
Design for Six Sigma a big plus

**Computer Skills:** Competent in CAD software, i.e. Pro-E, AutoCAD, Unigraphics NX and other design experience  
Microsoft Office Suite which includes Outlook, Word, Excel, etc. required.

**Other Requirements:** Ability to learn new technologies and systems through proof of concepts and prototyping  
Able and willing to travel outside the US as required  
Ability to understand the technical and practical aspects of the product and to explain them in a clear, understandable manner to various audiences

**PHYSICAL DEMANDS**

**N (Not Applicable)** Activity is not applicable to this position.  
**O (Occasionally)** Position requires this activity up to 33% of the time (0 - 2.5+ hrs/day)  
**F (Frequently)** Position requires this activity from 33% - 66% of the time (2.5 - 5.5+ hrs/day)  
**C (Constantly)** Position requires this activity more than 66% of the time (5.5+ hrs/day)

<b>Physical Demands</b>		<b>Lift/Carry</b>	
Stand	O	10 lbs or less	O
Walk	F	11-20 lbs	O
Manually Manipulate	O	21-50 lbs	O
Reach Outward	O	51-100 lbs	N
Reach Above Shoulder	O	Over 100 lbs	N
Climb	O		
Crawl	N	<b>Push/Pull</b>	
Squat or Kneel	N	12 lbs or less	O
Bend	O	13-25 lbs	O
Grasp	O	26-40 lbs	N
Speak	F	41-100 lbs	N

**WORK ENVIRONMENT**

Office environment in a controlled atmosphere building.