

## Technical Engineering Director

This job description and performance standard document has been prepared as a guide to ensure better communication and understanding. All responsibilities, however, have not been included. Your Supervisor / Manager may from time to time ask you to perform other related duties not specifically included in this description. Likewise, this description will be revised when required to meet current business needs. Flexibility in work hours outside of normal business hours may be necessary to complete specific project goals and business objectives.

### About the Company

Connection Technology Center (CTC) is the global leader in the design & manufacture of cutting-edge vibration analysis hardware for machine condition monitoring. As a family-owned & operated business for 30 years, we are proud to play a crucial role in preventing operational disruptions, financial losses, and safety concerns for heavy industry. From small scale manufacturing to Fortune 500 companies in Paper & Pulp, Auto & Steel, Food & Beverage, Pharmaceutical, Mining and many more, our mission is to create products that help ensure seamless operational uptime and contribute to a safer, more efficient manufacturing future.

### Main Responsibilities

- Lead, manage, and develop the Engineering team and coordinate communications and effectiveness of product development activities.
- Balance resource priorities and project sequencing with sales and customer needs in line with project ONE work flows.
- Test, analyze, and assist in the selection of materials for projects based on fit, form, function, durability, and cost effectiveness.
- Create, implement, and utilize a standard stage gate process for product development with monthly summary reporting and formal quarterly executive reviews.
- Develop an Innovation Council that includes internal and external experts with a process to rank and prioritize, then track and manage, the critical few long-term, high-value projects.
- Translate customer requirements into product and process specifications so that the resulting product meets or exceeds the needs of the customer.
- Utilize knowledge of commonly used concepts, practices, and procedures within the field of engineering.
- Maintain and actively manage Intellectual Property.
- Create and execute customer beta-test trials for new business development and get prompt customer feedback.
- Direct the activities of the Engineering team in close collaboration with sales.
- Maintain the location and contents of product development in R&D labs.
- Requires collaboration with QA teams, reporting to manufacturing, to engineer and develop support processes to meet customer requirements, and address quality issues.
- Requires collaboration with Supply Chain team to actively work cost savings and pursuit of continuous improvement initiatives.
- Creation of packaging in conjunction with new products or revisions to existing products.
- Assist in the qualification of new equipment, suppliers, processes, or material grades as needed.
- This position will rely on instructions and pre-established guidelines to perform the functions of the job.
- Domestic and international travel may be required periodically in conjunction with customer visits, supplier visits, and other project activities.

## Requirements

- Degree in Mechanical, Electrical, or Computer Software Engineering.
- Minimum 10-15 years of experience in engineering and related managerial activities with a proven record of growth and / or innovation in leading teams.
- Extensive experience with and working knowledge of materials and manufacturing processes.

## Skills and Qualifications

- Ability to lead and coordinate multiple projects.
- Budget and management experience to effectively lead and develop teams of technical staff.
- Strong written, verbal, and presentation skills for effective communications with internal teams, customers, and suppliers.
- Ability to follow directions and work under a flexible dynamic of immediate supervision to minimal/no supervision depending upon the task and its criticality to the organization.
- Good math skills and data analysis skills so that decisions and conclusions are based upon sound scientific judgement and/or statistical analysis.
- Ability to utilize standard test equipment.
- Ability to accept verbal direction to successfully complete procedures and assigned tasks.
- Demonstrated track record of product innovations and process improvements.
- Proven ability to work throughout the organizational structure while treating everyone with dignity and respect.
- Proven experience working in teams and utilizing the talents of others to achieve the goals of the group.
- Experience with utilizing continuous improvement methods (lean manufacturing, six sigma, etc.) is strongly preferred.
- Ability to manage multiple projects concurrently using proven and standard methods of project management.

## Working Conditions And / Or Physically Requirements

- Able to lift 30 to 40 pounds.
- Must travel as required; overnight travel may be required.
- Able to tell differences in printed colors and compare to color standards for product quality purposes.

## Work Location

This in-person position will work out of the Victor, NY facility.

## Salary Range:

\$175K- \$215K / yr

## Benefits

- Health Insurance
- Dental Insurance
- Vacation Time
- Sick Leave
- 401K plan with Employer Match
- Summer golf membership to Bristol Harbour Private Golf Course

## How to Apply

Please apply here: <https://ctconline.com/opportunities/careers-at-ctc/>

*Connection Technology Center (CTC) is an equal-opportunity employer. NYS law prohibits discrimination because of age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status, domestic violence victim status, carrier status, gender identity, prior conviction records, prior arrests, youthful offender adjudications or sealed records unless based upon bona fide occupational qualification or other exception, or any other protected characteristic as outlined by federal, state, or local laws.*