



JOB DESCRIPTION

JOB TITLE: Product Engineering Manager /Director

DATE: April 13, 2011

REPORTS TO: Sr. Director of Engineering & Technology

DEPT: Engineering 25675

SUPERVISES: 10 or more
(*approximate number of employees*)

LOCATION: Fort Collins, CO

JOB SUMMARY

Manage the Product Engineering (PE) group including planning and coordination of all relevant activities including direct responsibility for managing technical personnel, costs, methods, schedules, projects, etc. Responsible for establishing and maintaining engineering best practices including design, drafting, and ECO processes, procedures, and related documentation. This is a management / leadership position for managing the activities of the Product Engineering group in a fast paced development and manufacturing environment where manufacturing is executed by a collocated contract manufacturer (CM). The PE group is a combined mechanical design, sustaining engineering and manufacturing support group that provides services in the areas of mechanical, systems and manufacturing engineering and analysis, product design, CAD, document and configuration management and sustaining engineering. The PE group works closely with the product R&D groups as part of a larger cross-functional team for new product development under PLC (Product Life Cycle). The PE manager is the primary owner for the engineering portion of the PLC process through manufacturing release of new products, working closely with the marketing product line manager/s to clearly understand the product specifications, market requirements and windows and mitigate technical and schedule risks. The PE manager also has the primary responsibility for managing and executing the ECO process and will collaborate with counterparts at other Veeco sites on process development, coordination and management of engineering best practices. The PE manager interacts closely with the CM coordinating technical and documentation requests to assure timely shipment of products. The PE director will be an integral member of the overall site management team. The successful candidate will be a multifaceted professional who can manage technical staff and multiple projects with good team leadership and communication skills and participate as an individual technical contributor as needed.

REPORTING RELATIONSHIPS

- Reports to the Sr. Director of Engineering & Technology
- Initially oversees ~10 engineering and support staff. Staff will include a varying mix of employees, contractors and consultants in a matrix environment.
- Longer term for the right candidate, this position could provide an advancement path to a director level position overseeing all engineering sub-groups including the electrical engineering/software/controls group of 5-8 staff with group leads in each sub-group area (mechanical, manufacturing/sustaining, and electrical).



DUTIES & ESSENTIAL JOB FUNCTIONS

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PERCENT OF TIME (Time of all duties must add up to 100%)	FREQUENCY (daily, weekly, monthly, quarterly, yearly)	ESSENTIAL DUTIES (List in order of importance – most significant first)
20		Manage Product Engineering group
40		Direct project management (on select major development project/s)
20		Direct contributor on new product development and engineering analysis
10		Process development, management and coordination of engineering best practices including cross-sit collaboration on same

QUALIFICATIONS

- MS in Mechanical Engineering or similar; PhD preferred;
 - minimum 15 years progressive experience in a product development environment
 - minimum 10 years project and/ or department management experience
 - capital vacuum equipment/automated systems development experience preferred
- Demonstrated ability to lead a product development from concept through successful hand-off to manufacturing.
- Working knowledge of 3D CAD platforms (SolidWork fluency preferred); experience with FEA software (Cosmos preferred); working knowledge of MRP systems (SAP experience preferred)
- Excellent written and verbal communication skills. Ability to communicate with all levels of the organization.
- Experience with product lifecycle and release processes, FMEA and risk assessments, and design for manufacturing are a requirement.
- Ability to facilitate cross-functional design reviews, influence the outcome and execute the required responses

To apply, contact Linda McGilvray at 508-695-3421