



POSITION DESCRIPTION STATEMENT

(PDS)

TITLE: ENGINEERING MANAGER, CONTROLS

REPORTS TO: VP ENGINEERING

I) PURPOSE OF POSITION

To provide day-to-day leadership of the Controls Group and to ensure that the technical excellence of the group is maintained.

II) KEY RESPONSIBILITIES

- Day-to-day management of the Controls Group
- Design, develop, and test new generator control units within budget and time constraints
- Build, inspire, motivate and lead development teams
- Support current production
- Maintain program scheduling
- Develop strong customer relations and customer support

III.) RELATIONSHIPS

- This position reports to the VP Engineering
- Direct report to this position include:
 - Electronic Engineers
 - Software Engineers

On a day to day basis this position interfaces with Program Management, Manufacturing, Test, Quality, Purchasing, Planning and Contracts.

External relationships include Customers and Vendors.

IV.) MEASURES OF PERFORMANCE

- Safety (# recordable injuries)
- Developing people (# training hours/associate)
- Timely, on budget projects completion (adherence to budgeted hours)
- Initiative/Resourcefulness/Innovation (# problems solved/improved)
- Dependability (% of commitments fulfilled)
- Planning/Organization

V.) BACKGROUND AND SKILL

- BS or MS Degree in Electrical Engineering or Physics
- 15 years minimum in electrical engineering
- 5 years minimum in engineering supervision
- Expert knowledge of electrical controls, and system engineering
- Broad, multidisciplinary knowledge including software development
- Strong leader and motivator
- Creativity, good communication and interpersonal skills
- Broad vision

It would take a qualified individual 3-6 months to perform at expected job level.

VI.) PERSONAL TRAIT PROFILE

- Quality, delivery, cost and safety conscious
- Strong Leader and team player
- Creative and fastidious
- Technical perfectionist
- Builds, inspires, motivates and leads teams to success
- Methodical problem solver
- Goal oriented
- Highly ethical, organized, reliable and analytical

VII.) SCOPE AND IMPACT OF POSITION AND RESPONSIBILITIES

The Engineering Manager, Controls is essential to focus the efforts of the design teams toward the common divisional goals of SQDC. The position requires a well educated, innovative engineer with sound judgement & strong leadership, interpersonal & communication skills, up to date with latest design concepts & analytical tools.

Completed by: _____

Date: _____

Supervisor: _____

Date: _____

Approved: _____

Date: _____

HR: _____

Date: _____