



Job Title:	Product Development Engineer	Exemption Status:	Exempt/Salary
Department:	NPD Engineering	Position Level:	Professional
Reports To:	NPD Manager	Travel Required:	Minimal – up to 10%
Position Status:	Full-Time	Location of Job:	Windsor

Company Overview

Diesel Forward, Inc. specializes in Service, Remanufacturing, and Distribution of parts and components for diesel-powered vehicles and equipment. Our goals are to provide first-class customer service, grow profits, invest for the future of the business, proactively manage all relationships, and provide an excellent work environment for our employees.

Job Summary

This position provides all levels of engineering support in product, process and test development. This position works with closely with Project Management, Quality, Remanufacturing, and Sourcing to develop quality products.

Key Departmental Responsibilities

- Support product development and the implementation of key product tasks into production/remanufacturing programs.
- Lead product reverse engineering, process development, and product/process validation.
- Identify project risks and accelerate risk management activities to minimize risk(s) as early in a project as possible.
- Project bill of material costs for direct materials by estimating component fall-out rates, identifying components that will be sourced or reworked, and cost estimates for those components.
- Set prime path for component reman or sourcing. Working closely with Sourcing, New Product Development, and Quality to conduct early supplier surveys, ensure base capabilities/qualifications, and follow supplier development guidelines.
- Identify development (sensitivity) tests, create detailed test plans, and help coordinate those tests to gain knowledge of the effect of the tests. Thoroughly analyze and document the data. Ensure drawings and supplier capabilities align with sensitivity testing results.
- Establish and document processes for remanufacturing. Determine cycle time estimates for those process steps, line layout for optimal line balance, and assess labor impact on bill of materials. Consider sensitivity results when creating processes and setting build specifications.
- Develop assembly line and/or test equipment requirements.
- Possess high level of organizational skills, ability to prioritize workload to meet deadlines. Contribute new ideas and processes to drive change.
- Operate in conformance with the requirements of the quality management system and in accordance with ISO 9001: 2015 requirements.
- Communicate clearly at all levels.
- Perform other related duties and assignments as required.
- Provide feedback on system needs/changes.
- Uphold the Diesel Forward “can do attitude”. Must interact well with and help others both in and out of the department. Demonstrate team play and teamwork skills.

Performance Factors

Diesel Forward employees shall exhibit the following:

1. **Attendance and dependability:** The employee can be depended on to report to work at the scheduled time and is seldom absent from work. Employee can be depended upon to complete work in a timely, accurate, and thorough manner and is conscientious, about assignments.
2. **Communication/listening:** The employee communicates effectively and appropriately. Uses good judgment as to what to communicate to whom as well as the best way to get that accomplished. Listens to others and allows them to make their point.
3. **Relationships with others:** The employee works effectively and relates well with others including superiors, coworkers, and individuals inside and outside the company. The employee exhibits a professional manner in dealing with others and works to maintain constructive working relationships.
4. **Safety and security:** The employee actively promotes and personally observes safety and security procedures, and uses equipment and materials properly.
5. **Quality and continuous improvement:** The employee promotes organizational effectiveness by anticipating and dealing with problems. Encourages others to suggest improvements to work processes, and persistently focuses on quality, as well as on results. Seeks ways to improve productivity and effectiveness by identifying sources of mistakes and determining or suggesting a course of action to prevent their recurrence.
6. **Teamwork:** The employee is a team player who contributes valuable ideas, opinions and feedback. Communicates openly and honestly and can be counted on to fulfill commitments made to others.

Skills & Qualifications

BS in mechanical or electrical engineering. Detail oriented. Strong interpersonal skills. Ability to solve problems. Strong communication skills both written and verbal. Good negotiating and listening skills. Strong desire to grow our business. Solid Works, Excel, PowerPoint skills. Must have a high level of enthusiasm, commitment, and passion for setting and meeting aggressive goals. Openness for new initiatives, fast learner, proactive. Prior experience in the automotive industry desired.

Revision Level	Revision Date	Section #(s)	Description of Change
A	9-21-18	All	Authored for ISO 9001:2015 compliance