

TBEI, Inc.

Job Description: Director of Engineering

Job Summary:

TBEI. A Subsidiary of Federal Signal Corporation, is comprised of 6 brands and 5 manufacturing sites. Each site and brand has dedicated engineers. Within TBEI we have two areas of focus for our engineering teams. Readiness to serve (RTS) and New Market/Product Expansion (NPI).

The leader of engineering is responsible for delivering continuous improvement in the RTS segment by assuring that our Automation model (configurator) is capable of processing 60% of all orders. The RTS engineers sit in each business unit and are a matrix resource. We currently have 18 engineering resources in this area. In addition, there are two (2) coders dedicated to enhancing the configurator by adding additional products or features to the model. The leader will set the direction and prioritize the work of this team.

The other area of focus is growth through NPI. The leader will need to build out the corporate team to achieve the goals that TBEI has set for growth through new product development. Though tweaks or small modifications can be worked on by the local RTS engineers we see this as centralized team based at one plant but serving the highest priorities of the company.

Our leader is responsible for exceeding internal and external customer needs by:

- Technical Engineering support for all operations RTS/NPI efforts
- Communizing best practices from the various brand product lines to achieve cost reduction through process/product improvement
- Lending expertise in the area of new product development, DFMA
- Documenting and defining the Engineering strategies and vision of the company
- Completing performance reviews and mentoring employees on improved performance
- Tracking the progress of projects and motivating the team to hit the commercialization time line.
- Lead a group of design and mechanical engineers in a multi-site, matrix environment
- Travel as needed for project management and oversight

Tools Used: PC's, business operating system, software, Internet, printers, telephone, fax machines, CAD system, Dynamic nesting, SolidWorks, Driveworks

Environment: Office area and production floor

Job Requirements:

1. Experience with using external engineering resources to compliment domestic resources
2. Experience in implementing new products annually and developing a process to set priorities as well as a long range development plan.
3. Demonstrated track record of completing multi-million dollar projects on time and on budget.
4. Strong track record of successfully leading, mentoring, and motivating engineering teams
5. Experience with lean, six sigma and other continuous improvement techniques required.
6. 15+ years of increasingly responsible engineering experience
7. 5+ years experience directly managing engineers.
8. Excellent business acumen, communication and leadership skills

FLSA Classification: Exempt (Executive)

9. Willingness to work in matrix environment with disperse reports.
10. A dynamic, “make it happen” attitude
11. Structural or Mechanical BS. Degree required. An MBA or advanced degree in Engineering would be a plus, as would a P. E. or C.P.E
12. Ability to continuously question and evaluate systems/procedures for most efficient uses better communication, and process improvements.
13. Experience in the automotive or truck industry is a plus

Sean M. Albright.

September 30, 2017

Director of Human Resources

Date