

Are you a passionate mechanical engineering expert with a flair for innovation? Do you thrive within collaborative environments, creating cutting-edge equipment poised to drive the next wave of impactful technological products?

As the **Senior/Staff Mechanical Design Engineer**, you'll leverage your expertise to conceive, design and develop effective solutions for mechanical systems that meet both specified and implicit requirements. **If you're well-versed in mechanical engineering principles and enthusiastic about pioneering automation solutions that empower customer technologies, we're excited to connect with you!**

Do you possess the following?

CREATIVE, CONCEPTUAL AND CRITICAL THINKING. Your creativity shines in early-stage design, and you adeptly navigate complex scenarios by dissecting problems and assessing potential solutions, even in uncharted territory.

WELL VERSED IN AUTOMATION MANUFACTURING INDUSTRY. Your profound grasp of automation systems, robotics, control systems, and other automation technologies enable you to impart insights effectively within a team.

ANALYTICAL WITH STRONG ATTENTION TO DETAIL. You're skilled at analyzing data and translating results into data-driven decisions that optimize processes and enhance performance, recognizing precision's role in ensuring top-notch manufacturing quality.

ESSENTIAL OUTCOMES INCLUDE:

30-60 days and ongoing:

- Learns Owens Design, Inc. (ODI) mission, principles, policies, and operational procedures integrating into the organizational culture.
- Gets acquainted with fundamental standards and tools used for documenting designs, encompassing BOM structure, SolidWorks file management, part numbering methods, purchasing protocols, and network file storage.
- Collaborates with a Senior Engineer to understand concept development at Owens Design.
- Starts to brainstorm for innovative ideas for smaller subsystems while asking insightful questions to gain knowledge.
- Begins learning cost estimation, reviewing tool specifications and generating diverse mechanical architecture concepts to propose potential solutions to customers.
- Gains a foundational grasp of the file structure engaging in high level conceptual tasks within projects subject to evaluation by a Director of Engineering.
- Works with the customers, guided by seasoned team members, architects, or program managers.
- Attends weekly 1-1 meetings with a Director of Engineering to review progress, project statuses, troubleshoot issues, and collaborate on solutions.

3 months and ongoing:

- Collaborates closely with the Sales and Business Development team, actively scouting new program opportunities and engaging deeply with on-going projects.
- Takes a hands-on approach in the design process of ongoing projects, gradually assuming autonomy and expanded responsibilities.
- Participates in informal internal meetings and engages in quarterly reviews with the manager to discuss performance.

6-12 months and ongoing:

- Displays proficiency by executing tasks with minimal supervision, proactively identifying potential bottlenecks in project schedules and ensuring smooth project flow.
- **By 12 months**, defines and develops operational concepts, requirements and engineering specifications, delivering systems that meet performance, cost and schedule criteria.



- Cultivates client confidence to a level where enduring relationships are established fostering future projects.

EDUCATION, SKILLS & EXPERIENCE:

- ✓ Bachelor's Degree or Master's Degree in Mechanical Engineering or other related field **highly preferred**
- ✓ 10+ years of hands on experience in conceptualizing and designing new tools from scratch **required**
- ✓ Experience in automation and equipment design and the manufacturing industry **highly preferred**
- ✓ Familiarity with various types of mechanical devices and automation **required**
- ✓ Proficient in SolidWorks (i.e., design, simulation, analysis, collaboration, and documentation) **a plus**
- ✓ Proficient with Microsoft Office suite (Word, Excel, Access, PowerPoint) and BOMs **a plus**
- ✓ Excellent written and verbal communication and interpersonal skills **required**
- ✓ Proven ability to effectively manage multiple priorities and priority shifts **a must**
- ✓ Demonstrates a strong ability to work independently with a high level of organization and follow through **a must**
- ✓ Exceptional problem-solving skills and ability to identify a solution both independently and in collaboration with a team **a must**

COMPENSATION & COMPANY BENEFITS INCLUDE:

The compensation range for this position is \$180,000 - \$210,000 annually based on skill set and experience

Health: Medical / Dental / Vision Insurance / Life and Disability Insurance

Well-Being: Paid Time Off / Paid Holidays

Financial Wellness: 401k / Training Allowance \$2,500 per year in applicable expenses related to furthering professional development in career related topics / Profit Sharing based on business profitability

WHO WE ARE:

Founded in 1983 by Bill Owens, Owens Design is a manifestation of his visionary ideals. Our culture thrives as a hub where skilled engineers and technicians synergistically craft manufacturing solutions for evolving high-tech industries. Our custom automation solutions span semiconductors, medical devices, energy storage, and consumer electronics, driven by adaptability and forward thinking. We foster a collaborative environment that values growth through mentorship, mutual respect, and a customer-centric approach.

We seek individuals who exemplify respect, passion for design, and a commitment to solution-based collaboration, taking responsibility for their work while uplifting others around them.