THERMO BOND BUILDINGS	JOB DESCRIPTION MANUFACTURING ENGINEER	TBA-HR-FJ-081

REPORTS TO:	Director of MFG Engineering	PAY:	Salary
POSITION	Full Time	FLSA CLASS	Exempt
DEPARTMENT	Engineering	SHIFT	Day

JOB SUMMARY:

The Manufacturing Engineer is responsible for creating and sustaining stable and efficient manufacturing processes at Thermo Bond's Elkhart facility. This role develops and maintains manufacturing standards and documentation, drives variance reduction, and leads time studies and 5S/Lean initiatives to improve safety, quality, and productivity.

SUPERVISORY RESPONSIBILITIES:

- **N/A**

ESSENTIAL FUNCTIONS:

Standards & Documentation

- Develop, maintain, and enforce work instructions, SOPs, and manufacturing process documentation.
- Implement revision control and ensure all standards remain current and accessible.
- Train production teams on new or updated procedures.

Process & Variance Control

- Monitor key production metrics to identify scrap, rework, and cycle-time variances.
- Lead root-cause investigations and corrective actions to stabilize and improve processes.
- Drive first-pass yield and throughput improvements.

Time Studies & Lean

- Conduct time studies and recommend labor-hour, facility layout, or method changes.
- Lead or participate in 5S, Kaizen, and other Lean activities to eliminate waste.
- Create visual management tools and promote standard work.

Tooling & Equipment Support

- Evaluate and optimize tooling, fixtures, and equipment for ergonomics, repeatability, and cost efficiency.
- Support preventive maintenance programs to reduce unplanned downtime.

Cross-Functional Collaboration

- Work with Drafting, Supply Chain, Safety, Production, and Quality teams to improve manufacturability and ensure accurate BOMs.
- Provide data and engineering input for capital projects and capacity planning.

REQUIRED SKILLS & ABILITIES

- Strong knowledge of Lean manufacturing and 5S systems.
- Proficiency in time studies, process analysis, and engineering documentation.
- Skilled in CAD and familiar with MRP/ERP manufacturing systems.
- Excellent problem-solving and communication skills; able to influence across production and leadership.

EDUCATION & EXPERIENCE

- Bachelor's degree in Mechanical, Industrial, or Manufacturing Engineering (or equivalent).
- 3–7 years of manufacturing engineering or process-improvement experience in fabrication, assembly, or modular construction.
- Proven success implementing standard work and Lean/5S initiatives.

TRAVEL & WORK CONDITIONS

This position normally requires the individual to be physically present at one or more TBB manufacturing location Monday through Friday as deemed necessary. The Manufacturing Engineer may be required to travel extensively and may frequently be required to remain out of town on overnight trips in fulfillment of his or her job responsibilities. This position will report to the Director of MFG Engineering.

PHYSICAL REQUIREMENTS (INCLUDING BUT NOT LIMITED TO):

- Prolonged periods of sitting at a desk and working on a computer
- Must be able to access and navigate all areas of the facility to determine needs
- Able to lift/carry 15 lbs.

Revision Date	Author	Description
4/9/24	GL	Original Release
9/26/2025	SL	Updated Essential Functions, Required Skills and Education