

JOB description

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| **Job Title:** | Engineer II |
| **Department:** | Product Development & Engineering |
| **Reports To:** |  VP, Product Development & Engineering |
| **FLSA Status:** | Full Time, Exempt |

**Company Description:** BPI Outdoors is the parent company of several highly successful product brands in the hunting and shooting industry. These brands include CVA® muzzleloading and center-fire guns and accessories, POWERBELT® muzzleloading bullets and accessories, QUAKE™ hunting and shooting accessories, DURASIGHT® SCOPE MOUNTS, and BERGARA® barrels, actions and rifles. BPI is located in Lawrenceville, GA.

**Position Summary:** This position will assist in the design, development, analysis, and implementation of both new and legacy Bergara and CVA products. The Engineer II will assist in improving the workflows for all production projects including but not limited to the manufacturing, quality, and assembly departments. The Engineer II will work in the functional areas of design, development, implementation of projects, process oversight and sustainment.

**Basic Requirements:**

* BS degree in Engineering with emphasis on Manufacturing, Production, Design or similar fields
* Minimum of 3 years of multi-faceted, relevant engineering experience
* Proficient in Solid Works, ASME, GD&T
* Ability to lead a project from concept to sustainment
* Ability to work independently and in a team environment
* Working knowledge of one or more major firearm systems
* Ability to travel domestically and internationally
* Knowledge of and ability to follow safe firearm handling practices
* Clean criminal background check

**Essential Duties & Responsibilities**

New Product Development:

* Contribute to NPD planning meetings with status updates, deadline commitments, and problem-solving
* Researching and developing ideas for new products and improving existing product lines
* Technical design support
* Prototyping
* Writing test plans and participating in testing of prototypes, first articles and first production samples
* Identifying and analyzing failures in parts, procedures or other testing related activities
* Participating in NPD Gate Reviews

Production and Quality

* Production and modification of CAD drawings and models
* Collaborate with Quality Department to determine adequate measurement and tolerancing methods for new and legacy products
* Collaborate with Production Department to assist in determining adequate manufacturing methods for new parts as well as designing and building suitable work holding/assembly fixturing to increase efficiency in all product lines
* Tolerance studies and QAP identification
* Support MRB with engineering analysis, recommendations, development of rework procedures, etc
* Creation and maintenance of process instructions

**Other Duties & Responsibilities:**

* Supplier development, including initial qualifying of vendors
* Sustainment activities
* Data management for various systems such as ERP, One Factory, PLM, etc.
* Creation and maintenance of BOMs
* Support of QC, Supply Chain, Brand Managers and Product Managers in ramp up of new products and sustainment of legacy products
* Travel to parent company’s location in Spain to work closely with engineers, designers and vendors located in Spain and other international locations

**Preferred, but not required skills:**

* Solid Edge experience (used by our parent company)
* Firearms industry experience (design, testing, failure diagnosis, forensics, etc)
* Additive manufacturing experience or knowledge
* Fluency in Spanish

**Working Conditions:**

Engineer II works in an office and manufacturing environment. Travel around and through the building, and on-site work in the Production, Testing, and Quality areas is required. The engineer may be exposed to loud noises, toxic chemicals and compounds, and hazardous machinery while on the production floor or test facility. Employees are expected to participate in developing and maintaining a safe, healthy and productive environment. Employees are required to comply with instructions given for their own safety and health and that of others. Employees are required to comply with regulations of various government agencies such as ATF, State Department and Commerce Department.

BPI is committed to working with and providing reasonable accommodation to individuals with physical disabilities. BPI is an equal opportunity employer.

**Competencies:** An individual should demonstrate the following competencies:

**Achievement Focus** - Demonstrates persistence and overcomes obstacles. Measures self against standard of excellence. Recognizes and acts on opportunities. Sets and achieves challenging goals. Takes calculated risks to accomplish goals.

**Adaptability** - Accepts criticism and feedback. Adapts to changes in the work environment. Changes approach or method to best fit the situation. Manages competing demands.

**Communications** - Exhibits good listening and comprehension. Expresses ideas and thoughts in written form. Expresses ideas and thoughts verbally. Keeps others adequately informed. Selects and uses appropriate communication methods.

**Customer Service** - Displays courtesy and sensitivity. Manages difficult or emotional customer situations. Meets commitments. Responds promptly to customer needs. Solicits customer feedback to improve service.

**Problem Solving** - Develops alternative solutions. Gathers and analyzes information skillfully. Identifies problems in a timely manner. Resolves problems in early stages. Works well in group problem solving situations.

**Language Ability:** Read, analyze and interpret business, professional, technical or governmental documents. Write reports, business correspondence and procedure manuals. Effectively present information and respond to questions from managers, customers and the public.

**Mathematical Ability:** Must be able to conduct all types of mathematical problems including the ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals. Compute rate, ratio and percent and draw and interpret bar graphs.

**Reasoning Ability:** Solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**Computer Skills:** To perform this job successfully, individuals must have strong computer related skills including familiarization with word processing software, accounting software, spreadsheet and database software.

While performing the duties of this job, the employee is regularly required to sit. The employee is frequently required to talk or hear. The employee is occasionally required to stand; walk; use hands to finger, handle, or feel and reach with hands and arms. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus.

**The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned by their supervisor.**

**PLEASE SUBMIT APPLICATIONS TO MARK@BPIGUNS.COM**

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**ACKNOWLEDGED: Employee Signature Date**

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**PRINT: Employee Name**

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**ACKNOWLEDGED: Supervisor/Manager Signature Date**