

Reports to: Principal Engineer

Department: Engineering

Classification: Exempt

Effective Date: January 1, 2025

Job Summary:

In this role, you will be responsible for supporting existing products in water treatment markets sold in retail, commercial, and e-commerce channels. Specifically, these activities in this position include product enhancements and additions, cost improvements, identifying potential alternate sources, and investigation of quality concerns. In addition, the design and development of new products is an element of this role.

Essential Functions:

- Perform recurring engineering activities on existing products as needed and work cross functionally to solve problems.
- Identify cost savings or multi-sourcing opportunities. Support development of these work plans, including work breakdown structures, cost estimates, and schedules. Drive implementation of approved plans.
- Assist the integration of new and revised products into manufacturing.
- Initiate and execute engineering change orders, including CAD model/drawing creation and modification.
- Monitor active engineering change orders and coordinate completion with inter-department resources.
- Respond to design related CAPAs (Corrective Actions and Preventive Actions)
- Assist in the development of new product designs and testing.
- Review FAIRs and approve tools.
- Assist with quality surveillance audits.
- Communicate and report project status to supervisor.
- Other duties as assigned.

Required Qualifications:

- Bachelor's degree or higher in Engineering or scientific discipline such as Chemical, Materials or Mechanical Engineering.
- 5+ years engineering experience. Pool, water processing, filtration, pumping, chemical dilution, or other fluid processing knowledge desirable.
- The ability to see and respond to dangerous situations
- The ability to lift 20 pounds
- The ability to climb in and out of spas
- The ability to work in a fast-paced, small team environment under minimal supervision to accomplish planned goals as well as address unplanned product issues.
- Travel up to 10%
- Embrace and foster company values of Integrity, Excellence, People Chemistry, Golden Rule, Courage and Servant-Leadership.

Preferred Qualifications:

- Experience with engineering testing, tool qualification, and product validation.
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- Knowledgeable in the design and methods used to produce injection molded, blow molded, printed, and machined components.
 - Exhibit the application of independent engineering judgment, theories, and first principles to concept and product development.
 - Experience managing product development and improvement projects in a cross-functional environment and meet time, quality, and cost goals.
 - Experience providing customer support in a technical capacity.
 - Exhibit the ability to interface with suppliers to identify and implement new processes, approve tools, review designs, and improve or address quality issues.
 - Proficient in communication with technical and non-technical audiences via e-mail, presentations, application notes, FAQ's, test procedures, reports, and engineering specifications.
 - Moderately proficient in the use of common hand and power tools necessary to build and modify prototypes and fixtures.
 - Proficient with SolidWorks (preferred) or other 3D CAD software and MS Office suite.
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