

**KONDEX CORPORATION
LOMIRA, WI
OPEN POSITION**

POSITION TITLE: Manager of Product Engineering
DATE: April 13, 2012
REPORTS TO: VP of Business Development and Product Engineering
WEBSITE: www.kondex.com

Kondex Corporation is a leading manufacturer of engineered products for major OEM's in agricultural and commercial turf care markets around the globe. We specialize in metallurgy, surface coatings, heat treating, machining, assembly and welding. We are ISO 9001 and ISO 14001 certified.

We are located in a state-of-the-art facility in the upper Midwest. Throughout our history, a commitment to continuous improvement in innovation, quality, customer service, teamwork, core values and associate development has enabled our steady growth. The future is exciting for us as we continue to develop opportunities to service new and different OEM's in growing markets. We seek an aspiring individual who can provide strong leadership and direction to our product engineering organization and is prepared to grow with the company.

POSITION PURPOSE/MISSION:

This position will manage the engineering requirements of Kondex's core product lines as well as providing engineering support for new business development initiatives.

ESSENTIAL DUTIES and RESPONSIBILITIES:

1. Effectively manage, develop, and retain engineering associates.
2. Document and maintain Kondex Engineering Standards and Specifications.
3. Coordinate and approve the design, specifications and standardization of approved product lines, drawing reproduction, distribution, prints and other pertinent criteria essential to product manufacturing.
4. Monitor designing, styling, layout and detail drawing to ensure accuracy and timely production.
5. Review customer designs and provide constructive recommendations to support manufacturing processes.
6. Provide cross-functional support of cost reduction initiatives.
7. Actively participate in the new product quoting process and the new product launch process.
8. Provide Engineering support for new product development process.
9. Develop and approve new product specifications and designs using sound engineering principles.
10. Assist with identification of new business opportunities.

POSITION CHALLENGES:

- Balancing new product development/launch with new product idea generation and investigation.
- Finding solutions to difficult customer design problems.
- Managing projects to budget and customer deadlines.
- Identifying and prioritizing new product project milestones and maintaining timeline.
- Identifying cost reductions on current product.

SUPERVISION EXERCISED:

- Mechanical Engineers, Design Drafters, Engineering Technical Clerk

ORGANIZATIONAL RELATIONSHIPS:

- Primary internal customers - VP of Sales & Marketing, Chief Financial Officer, VP of Manufacturing, VP of Human Resources & Organizational Development, Materials Manager, Customer Service Manager, Metallurgical Engineers
- Primary external customers - OEM Engineers

QUALIFICATIONS:

Minimum Technical Qualifications

- Bachelor's degree in mechanical engineering or relevant discipline.
- Five years of product engineering experience.
- Strong technical aptitude and comfortable with technical products.
- Demonstrated ability to gather and analyze data to make sound recommendations.
- Project management skills with demonstrated ability to lead projects, manage details, and take direct action where appropriate.
- Working knowledge of product design software.
- Fundamental understanding of cost accounting in a mfg. environment.
- Working knowledge of Microsoft Office.

Preferred Technical Qualifications

- Masters in Engineering
- Working knowledge of 3D solid modeling software.

Highly Desired Behavioral Competencies:

1. Problem Solving & Decision Making – identifies and solves problems, develops innovative solutions, acts decisively, and shows good judgment.
2. Results Orientation – maintains appropriate focus on short- and long-term goals. Motivated by achievement, and persist until goals are reached, conveying a sense of urgency. Has strong organizing and planning skills. Manages time wisely and effectively prioritize multiple competing tasks. Sets goals for people and objectively monitors progress, holding individuals accountable.
3. Learning agility – continuously seeks new knowledge, creates and fosters a culture of interest, curiosity and learning. Flexible to change, and learns from failure. Seeks to improve processes and products.
4. Customer Orientation – stays close to customers and consumers, anticipating and meeting customer/consumer needs. Demonstrates excellent listening, verbal and presentation skills.
5. Conflict Management – comfortable with healthy conflict, and supports and manages differences of opinion; uses consensus and collaboration to debate and resolve issues.
6. Initiative & Energy – is proactive and takes action without being prompted. Sees a need, takes responsibility and acts on it. Makes things happen. Able to maintain a fast pace and continue to produce.

Please contact:

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