

**KONDEX CORPORATION  
LOMIRA, WI  
OPEN POSITION**

**POSITION TITLE:** Metallurgical Engineer  
**DATE:** April 12, 2012  
**REPORTS TO:** Senior Metallurgical Engineer  
**WEBSITE:** [www.kondex.com](http://www.kondex.com)

**About Kondex Corporation:**

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.

In 2007 we moved into a state-of-the-art 155,000 square foot facility that is climate controlled and utilizes enhanced process flows. In 2011 a 58,000 square foot addition was completed to respond to increased demand for our products and services as we expand into the biofuel, construction, and forestry markets. We have a non-union workforce of approximately 240 associates.

Throughout our history, a commitment to continuous improvement in innovation, quality, customer service, teamwork, core values and associate development has enabled our steady growth. We seek an aspiring individual to work and develop under the tutelage of our Senior Metallurgical Engineer in supporting our product engineering and manufacturing functions.

**POSITION PURPOSE/MISSION:**

The Metallurgical Engineer will apply metallurgical knowledge to support Kondex's manufacturing processes, investigate and identify root causes to quality related issues, and support the new product development process.

**ESSENTIAL DUTIES and RESPONSIBILITIES:**

1. Verification of manufacturing processes to ensure that products meet metallurgical requirements.
2. Preparation and analysis of metallurgical samples related to product failure and new product development.
3. Perform metallurgical investigations and control tests on materials in process based on customer needs.
4. Investigate and analyze quality issues related to metallurgy and heat treat processes.

**POSITION CHALLENGES:**

- Managing multiple projects and manufacturing deadlines.
- Addressing quality related issues in an expedited fashion.

**SUPERVISION EXERCISED:**

- None

**ORGANIZATIONAL RELATIONSHIPS:**

- Primary internal customers: Engineering, Quality, Materials, Team Leaders

**QUALIFICATION REQUIREMENTS:**

Minimum Technical Qualifications:

- Bachelor's degree in Metallurgical Engineering, Materials Engineering or Mechanical Engineering. (Mechanical Engineering graduates must have a Materials minor or 1-2 years of materials experience.)
- Working knowledge of Microsoft Office.

#### Preferred Technical Qualifications:

- Background or experience in ferrous metallurgy including heat treating, casting, and/or wrought material processes.
- Basic knowledge of material testing techniques (tensile, impact, hardness, etc.).
- Basic knowledge of metallographic techniques.

#### Highly Desired Behavioral Competencies:

1. Problem Solving & Decision Making – identifies and solves problems, develops innovative solutions, acts decisively, and shows good judgment. Isolates causes from symptoms, and compiles information and alternatives to illuminate problems or issues. Involves others as appropriate and gathers information from a variety of sources. Finds a balance between studying the problem and solving it. Readily commits to action and makes decisions that reflect sound judgment.
2. Writing Skills – writes clearly and concisely, composing informative and convincing memos, e-mails, letters, reports, and other documents.
3. Team Player – is team oriented. Responds to requests from other parts of the organization. Identifies with the larger organizational team and their role within it.
4. Initiative – is proactive and takes action without being prompted. Doesn't need to wait to be told what to do or when to do it. Sees a need, takes responsibility and acts on it. Makes things happen.
5. Adaptability – adapts quickly and positively to change. Flexible. Open to and actively solicits new ideas and opinions.
6. Learning Agility – continuously seeks new knowledge, creates and fosters a culture of interest and learning. Curious and wants to know 'why'. Learns quickly and uses new information effectively. Flexible to change, and learns from failure. Seeks to improve processes and products.

#### **Please contact:**

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