

**KONDEX CORPORATION
POSITION DESCRIPTION**

POSITION TITLE: Metallurgical Engineer
DATE: November 29, 2012
REPORTS TO: Lead Metallurgical Engineer

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.
5. Prepare progress reports, evaluations and recommendations regarding projects and products.
6. Assist with new engineering projects from inception through product feasibility assessment and launch.

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 Materials Science and Engineering, Metallurgical Engineering, Manufacturing Technology Management (with a Metals Processing Technology minor), 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:

- Previous exposure to a manufacturing environment.
- 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.

CULTURE:

- Follows Kondex Values & Beliefs

TRAVEL:

- Minimal.

SAFETY and HOUSEKEEPING:

- Adhere to Kondex safety and housekeeping standards and procedures.

OVERVIEW OF COMPANY

Kondex's mission is "Helping to Feed and Fuel the World." We are a leading manufacturer of engineered components for the agricultural, biofuel, construction, forestry and turf markets. We are ISO 9001 and ISO 14001 certified. Our main focus is to exceed the needs of our customers. Kondex was started in 1974 and is privately owned. Annual sales have grown substantially. Our excellent growth has been the result of producing quality products and providing a high level of customer service. Kondex has a state-of-the-art 210,000 square foot facility that is climate controlled and utilizes enhanced process flows. We have a non-union workforce of approximately 280 associates. Kondex is a smoke-free environment. Dress is business casual. Kondex is recognized for its team environment and utilization of individual talents to create a high performance workplace.

For more information on Kondex Corporation, including our values and beliefs, go to www.kondex.com. For more information on this position, please contact Mike Frydryk (920-269-1013) or email him at mfrydryk@kondex.com.