



Engineering Manager

Elliott Tool Technologies is looking for talented people who are passionate about work and solving customer challenges in a fast-paced, high energy work environment, and who are looking to further their knowledge and skills.

Why Choose Elliott Tool?

- You will be part of an exciting and fast-paced industry. You'll be helping customers solve their business challenges by designing customized quality solutions through a team of engineers.
- You will be successful. We will provide you with comprehensive training and the tools necessary to succeed and reach your full potential.
- You will grow. We will provide you with mentorship and an organizational structure that provides continuous learning opportunities.
- You will be part of a culture that values integrity and mutual accountability, a culture where people are passionate about their work and share a common vision—"Quality specialty tools for an "I need it yesterday world."
- You will be part of a company that values family and supports a healthy work-life balance.
- You will have stability. You will be joining a profitable company with a 125 year track record of innovation and success where many of our Team Members choose to stay and grow. Our average tenure is 12 years.

As the Engineering Manager, you'll be:

- Providing leadership for all aspects of the engineering activities within the company.
- Managing a team of Engineers, providing mentorship and coaching for performance.
- Ensuring all engineering projects, initiatives and processes are aligned with the company's policies and strategic objectives.
- Collaborating with the development team and customers to provide innovative solutions. You and your team will tackle engineering problems and see your design go to manufacture, marketing, and successful implementation in the field!
- Providing guidance and technical expertise to internal and external customers.
- Working cross-functionally with other departments to solve customer challenges and drive continuous improvement.

What's a typical day like?

Imagine leading an Engineering Huddle with your team of 7 to get an update on important initiatives. After the huddle, one of your Product Engineers has some questions on a custom tool design. You answer their questions and give them some pointers for future reference.

Afterwards, Elliott's Production Manager and you meet. Together you brainstorm possibilities of a joint team to look at a legacy product with a fresh view towards design for manufacturability and some design enhancements. The team is chosen, a Product Leader is nominated, and you set a session to get one of your Product Engineers engaged in leading the project. If it's like previous initiatives, some significant cost reductions will be generated, the product will perform better for our customers, and it will require less ongoing support from Engineering and Operations.

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You attend a debrief meeting for a new product in the initial phases of development. You want to ensure that some important lessons learned from prior product development initiatives are being considered. In addition, you are mentoring a relatively new Project Engineer. Their engineering knowledge is impressive. You think they could be even more productive with insight and coaching on leading effective design review sessions. You have a short one-on-one with them following the session to congratulate them on the improvements you observed and provide coaching on a technique for drawing out the opinions of a particularly quiet member in the meeting. You are really satisfied with how this Project Engineer is developing and they are grateful for the coaching and development because their previous managers at other companies had rarely taken a personal interest in them and provided constructive feedback.

Mid-afternoon, you review a customer's need for a special tool as defined by a member of the sales team. You ensure it is within our capabilities and give it the green light to continue on the path to costing and quotation by others within the company.

Near the end of the day, there is another product development debrief. Your Project Engineer and the Marketing Manager report that our beta site customer is thrilled with the new design, remarking that it is 2 times more productive than the competing product. They are so impressed with the design that they want a budgetary quote to include this in the CapEx budget for the upcoming year!

Every day you will be doing work that really matters. You will be helping customers solve their business challenges. You will have an opportunity to do your best work and make a real impact.

We are looking for talented people. Do you have what it takes?

- You bring skills and experience in product design and legacy management of specialty tooling. Your education and discipline is mechanical engineering and over time you have gained some experience in either electrical, pneumatic, or hydraulics for associated components and systems to operate related tooling.
- You have a design and manufacturing background, not lab research.
- Self-motivated, diligent, passionate about work, and always looking for more are how others describe you. You seek empowerment and accountability.
- You are a team player. You are others centered. You are teachable, coachable. You are confident but you don't promote yourself. You are able to teach and coach others.
- You are process and results-oriented. You set and track goals. You do what you say you'll do and deliver on your promises. You achieve consistently good results.

Let's talk. If you are passionate about work and solving customer challenges in a fast-paced, high energy work environment, and looking to further your knowledge and skills, then let's have a conversation. We'll keep it confidential.

Please reach out via LinkedIn or by emailing your resume with contact information to careers@elliott-tool.com. We'd love to connect with you.

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