Position Description

Job Title: Research & Development Engineer  
FLSA Status: Exempt  
Reports To: Director of Research & Development

Position Description Summary:
The Research & Development Engineer will support Applied Process by applying best practices and scientific evaluations to develop engineering solutions which are focused on improving austemper heat treating technologies and the application of such technologies. The R&D Engineer will also work with the R&D team to review and evaluate all current manufacturing operations and develop solutions in areas where efficiencies and effectiveness can be best improved.

Essential Function(s) of the Position:
The duties listed below are the specific duties and tasks that someone in this position must accomplish (i.e. why the job exists.) These are the core responsibilities of the position that cannot be modified or eliminated.

- Work within a laboratory environment to prepare metallographic specimens, perform metallurgical analysis, and report/communicate results.
- Plan laboratory experiments to confirm feasibility of processes and techniques used in the treatment of materials having special characteristics.
- Devise testing methods to evaluate the effects of various conditions on particular materials.
- Prepare reports, manuscripts, proposals, and technical manuals for use by other scientists and requestors, such as sponsors and customers.
- Engage with customers, plant personnel, licensees and the sales team on a variety of development programs.
- Represent the company at outside technical society meetings.
- Additional responsibilities as assigned by the Director of Research & Development.

Education, Experience and Qualifications:
- Bachelor of Science in Materials/Metallurgical Engineering or equivalent degree and/or experience in Ferrous Metallurgy;
- Metal casting experience preferred

Knowledge, Skills, and Abilities:
- Fluent knowledge of Microsoft Office including: Outlook, Word, Excel, and PowerPoint.
- Knowledge of the practical application of engineering science and technology.
- Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods.
- Excellent communication skills, both written and verbal; strong ability to communicate information and ideas in writing or through speaking in a manner that others will understand.
- Critical thinking skills; using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Strong organizational skills and the ability to successfully coordinate and complete multiple tasks within established and changing deadlines.
- Exceptional customer service skills and ability to interact with people at all levels of the organization.
- Team player with the ability to work both independently and as part of a cohesive team.

**Physical Demands:**
The physical demands described here are representative of those that an employee must be able to accomplish in order to successfully perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position. This job requires:

- Presence at the employer’s site during regularly scheduled shifts and business hours.
- Intermittent sitting at a desk while working with laboratory equipment, desk top computers and accessories.
- Occasional walking within a plant and intermittent walking within an office.
- Close, distance, color, and peripheral vision, depth perception and the ability to adjust focus.
- Regular use of hands to manipulate, handle, feel or operate objects, tools or controls; reach with hands and arms.
- Regular standing, talking, hearing, climbing or balancing, and lifting or moving up to 30 pounds.
- Occasional stooping, bending, kneeling and crouching.

**Working Conditions:**
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

Work is performed in a laboratory environment with a normal amount of work at a computer. Offices are air conditioned; however, the plant is not. All office and plant areas provide adequate ventilation.

- Must be willing to travel for business purposes;
- Must possess a driver’s license, undergo drug screening, pass a physical examination, and undergo a reference or security check;
- Will be required to wear personal protective equipment in the lab and heat treat facility.

**Supervisory Responsibility:**
This position does not have supervisory responsibility, but may be required to lead when assistance is necessary.