



**Job Title:** Engineering Manager

**Department:** Engineering

**Reports to:** VP of Operations and Engineering

### **Company Overview:**

Inov8v Marine Group is a multi-discipline innovator of propulsion, vessel stabilization, sonar, and underwater video technology for pleasure and commercial fishing craft. Valued by owners and captains around the world, Inov8v formed in 2022 through the consolidation of ABT-TRAC propulsion, stabilization and hydraulic systems; SmartCatch underwater video imaging systems; and WESMAR propulsion, stabilization and sonar systems.

Due to growth and expansion into our new facility in Arlington, WA we are seeking qualified candidates for the position of an Engineering Manager.

### **Position Overview:**

The Engineering Manager will oversee and coordinate the daily activities of the engineering staff while ensuring that company objectives and goals as established and set by the V.P. Operations & Engineering and President are achieved. Carry out supervisory responsibilities in accordance with company's core values, policies, and applicable laws.

### **Supervisory Responsibilities:**

- Recruit, interview, hire, and train engineering staff
- Oversee the daily workflow of the department
- Provide constructive and timely performance evaluations.

### **Responsibilities:**

- Lead and coordinate various multi-disciplinary engineering functions including, sustaining engineering, testing, manufacturing engineering, and the transition of new products from development to production.
- Facilitate communication among clients/customers and engineers, ensuring specifications, budgets, and deadlines are clearly communicated and understood.
- Serve as project manager for multiple projects, creating timelines and cost projections, organizing collaborative meetings, and ensuring projects comply with specifications, timelines, and budgets.
- Review work and projects for technical accuracy.
- Establish, implement, and maintain engineering policies, procedures, and standards including Engineering Change and Revision Control, and Obsolescence Management.



- Prepare and execute departmental budget.
- Negotiate contracts with outside vendors.
- Maintain knowledge of new engineering trends, developments, technologies, materials, and engineering best practices; apply this knowledge to continually improve the engineering processes, product lines, and production efficiency.
- Assist in the Technical Training of Sales and Service Staff.
- Perform other duties as assigned.

## Qualifications:

- Requires a bachelor's degree in Engineering and 10 years of experience in engineering positions including 3-5 Years of management responsibility.
- Experience with implementation and maintenance of Manufacturing ERP systems.
- Ability to rely on extensive experience and judgment to plan and accomplish goals.
- Lead and direct the work of others.
- A wide degree of creativity and latitude is expected.
- Meticulous, detailed, proactive, and self-motivated
- Thorough understanding of engineering theory and design criteria.
- High level of proficiency with electro-mechanical systems and integration.
- Solid understanding of software development process and techniques.
- Thorough understanding of applied math and physics.
- Excellent interpersonal and customer service skills.
- Strong analytical and problem-solving skills.
- Ability to prioritize tasks and to delegate them when appropriate.
- Proficient with Microsoft Office Suite or related software.
- Proficient with computer-aided drafting (CAD) software.
- Proficient in Conflict Management
- Strong Business Negotiation Skills
- Excellent Written and Verbal Communication Skills
- Outstanding Team Skills: demonstrated ability to build and make a strong contribution on a High Performing Team.
- Ability to read, interpret, and comprehend blueprints, technical and procedure manuals, short correspondence, and memos.
- Ability to write routine reports, analysis reports, correspondence. Ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.



- Strong analytical and mathematical skills.
- Ability to solve practical yet complex problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

### **Physical Demands:**

- Be capable of lifting and/or moving objects up to 25 pounds
- This position will work in a varied environment including a standard office environment with desktop business equipment and frequent telephone calls.
- As is common in a small manufacturing business, hands on work on the shop floor will be required.
- Noise level is moderate.
- Some international and domestic travel will be required to visit customers and attend industry conferences and events.

### **Compensation:**

- Depends on Experience

### **Benefits:**

- Medical / Dental / Vision / Life
- 401K
- Optional additional life insurance / STD
- Paid Holidays / Vacation
- Employee Recognition Programs

Please submit your resume through email to [HR@inov8vmarine.com](mailto:HR@inov8vmarine.com).

