

ROTATION ENGINEERING & MANUFACTURING – TOOLING & ENGINEERING MANAGER

POSITION OVERVIEW

COMPANY BACKGROUND & CULTURE

Rotation Engineering (www.rotationengineering.com) was founded in 1973 as a tool and die company in Minnesota. In response to demand for single-source responsibility, Rotation added metal stamping operations in 1975. Business expanded rapidly and soon Rotation added manufacturing capabilities, including Electrical Discharge Machining (EDM) and laser equipment, press brakes and shears, welding, and machining centers. The company manufactured a wide range of parts, from file knives to blood pumps and even parts used in the country's defensive operations.

In 1995, Rotation moved into a new, custom-designed 38,000 square-foot building in Brooklyn Park, its current location. Responding to increased business, Rotation also expanded services offered to customers. This further differentiated the company and provided customers with lower costs and faster response times. These services, in conjunction with extensive manufacturing capabilities, have become the foundation of Rotation's customer appeal.

In 2010, Craig Komschlies purchased Rotation Engineering. Komschlies, who is the current owner and president, has more than 20 years of experience in the metal stamping business.

▪ **Rotation Engineering Today**

- Today, Rotation is a mid-volume metal stamping company with a state-of-the-art facility offering a complete range of manufacturing capabilities to OEMs (original equipment manufacturers) and quality manufacturers throughout the United States and beyond. From the agricultural and transportation industries to electronics manufacturing and custom tooling, it is a one-stop shop for all the custom metal stamping and precision fabrication needs of its customers.
- Rotation is an EOS-based company (www.eosworldwide.com/)* and has a five-year growth plan to increase its business by 50%. Through a keen focus on its sales and marketing strategy and unique combination of services, including engineering insight; cost-efficient, high quality tooling; and organizational responsiveness, Rotation is excited about its expansion.
 - **EOS, the Entrepreneurial Operating System, is a complete set of simple concepts and*

practical tools that helps thousands of entrepreneurs get what they want from their businesses. By mastering this simple way of operating, leadership teams of growth-oriented companies systematically and permanently improve.)

WHY JOIN THE ROTATION ENGINEERING TEAM?

Rotation Engineering is a growth-oriented company looking for a talented Tooling & Engineering Manager who is excited to be a part of a top-notch team that will help fuel its rapid growth. Rotation's passion is building a united team that:

- Continuously improves and innovates
- Champions operational excellence
- Embraces professional growth
- Creates strong partnerships
- Cheers each other on
- Has safety built into everything we do

If you align with the following company values, you will feel right at home at Rotation:

- **Integrity:** We have strong moral principles which drive us to “do the right thing” for our customers and one another.
- **Above and Beyond:** We are motivated and committed to doing not just what is required, but what is needed. We strive to exceed expectations!
- **Customer-Driven:** We think like our customer and make decisions with their satisfaction being the goal.
- **Attitude is Everything:** We use an enthusiastic and energetic approach to meet challenges with a willing and positive attitude. “Let’s do it!”
- **Team First:** We work together for the betterment of the company, respecting each other’s roles and abilities while always doing our individual best for the collaborative success of the team.

POSITION BACKGROUND

- **Location:** 8800 Xylon Avenue North, Brooklyn Park, Minnesota 55445
- **Key stakeholders.**
As the Tooling & Engineering Manager, you report to the Operations Manager. You will work closely and collaboratively with many departments including Production, Laser & Fabrication, Quality Assurance, Purchasing, Office Administration and Sales. In addition to the production supervisors, set-up team, and outsourced tooling vendors, you will have close connection to these team members:
 - **Craig Komschlies, Owner and President**
 - <https://www.linkedin.com/in/craig-komschlies-a9b1127/>

- **PJ Voysey, General Manager**
 - <https://www.linkedin.com/in/pjvoysey/>
- **Rich Neubauer, Operations Manager**
 - <https://www.linkedin.com/in/richard-neubauer-6226a945/>
- **Nate Leysen, Fabrication Manager**
 - <https://www.linkedin.com/in/nathan-leysen-307aa012/>
- **Bob Holritz, Estimator**
 - <https://www.linkedin.com/in/bob-holritz-322a7b68/>

POSITION OVERVIEW

Purpose of Your Role

Under the direction of operations management, you will direct, coordinate, and supervise the research, design and construction of progressive and stage tooling, jigs, fixtures, dies, gauges, machine attachments and special single or special purpose machine tools using SolidWorks software. As the Tooling & Engineering Manager, you will analyze tooling and machine requirements regarding the nature of operations and designs, dimensions, materials, and treating specifications. You will also prepare cost estimates for approval, expedite and process drawings, handle material requisitions, manage work orders, and oversee subcontracting.

■ Your 5 Core Functions:

- *Complete designs for progressive and stage tooling, die modifications, fixtures and jigs using SolidWorks software (50%)*
- *Lead, manage and hold accountable a team of skilled employees in the tool build and tool maintenance areas (10%)*
- *Approve and implement best practice methods, cost savings ideas and equipment Improvements. Focus on continuous improvement (10%)*
- *Manage and schedule workload, and set priorities for design, engineering, new tool, and die maintenance (10%)*
- *Work with existing and new customers on product design and support (10%)*

The rest of your time will be dedicated to other responsibilities listed below.

■ Key Responsibilities

- Create purchase orders in JobBoss for the toolroom and die builds
- Maintain Engineering & Tooling Department materials, equipment, supplies, records, and resources in an organized manner
- Work with suppliers on best practice methods, lead times, and cost
- Develop and maintain design standards
- Promote a fast-paced, positive, and growth-oriented culture of accountability

- **Additional Job Duties and Responsibilities**
 - Conduct meetings through the design, build, and debug process
 - Support new tooling, die maintenance, EDM, CNC, Production, Quality, Fabrication, Purchasing and Quoting Departments with innovative engineering and design solutions
 - Coordinate and oversee all external tool builds and repairs to ensure accuracy, quality and seamless integration and compliance with Rotation's Press equipment and data/file requirements
 - Perform quality assurance on completed tools from internal and external sources
 - Work with Production on process improvement projects
 - Report status updates to management on a weekly, monthly, and quarterly basis
 - Maintain CAD and CAM software and hardware
 - Maintain proper file management for all designs and machining files

- **Knowledge, Skills, and Abilities**
 - **Knowledge**
 - *Engineering:* progressive and stage tooling design using SolidWorks software
 - *Tool build and tool maintenance schedules and workload:* set priorities for CNC, EDM, New tool, and die maintenance. Tool debug process using analytical tools
 - *Inspection:* Knowledge of inspection equipment including the use of micrometer, caliper, dial indicator, height gage, protractor, and GD&T blueprint reading
 - **Skills**
 - *Quality control analysis:* conducting tests and inspections of products, services, or processes to evaluate quality or performance
 - *Active listening:* giving full attention to what other people are saying, taking time to understand the points being made, asking questions, and not interrupting at inappropriate times
 - *Critical thinking:* using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems
 - *Monitoring:* monitoring/assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action
 - **Abilities**
 - Interact appropriately with multiple types of personalities
 - Maintain composure under stressful situations
 - Make quick decisions affecting due dates, quality, and production

- **Tools/software used in this role.** SolidWorks, LogoPress/QuickPress, Outlook, MS Word, Excel, PowerPoint, Mastercam, Esprit, JobBoss, Unipoint.

- **Physical Demands**

- While performing the duties of this job, you are frequently required to sit, talk, hear, and use your hands to handle/touch objects or controls. There will be repetitive motion of your fingers, hands, wrists, arms, shoulders, and upper body while stacking, jogging, and feeding product into presses. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

Minimum Qualifications

- Core values match is a must
- 5+ years tool & die experience required; must have progressive die experience; stage tooling experience a plus
- Must have CAD experience, SolidWorks strongly preferred
- CAM experience helpful
- High school diploma required; degree in Tool & Die Design and Engineering preferred

COMPENSATION, BENEFITS & RELOCATION

Compensation is dependent on experience and is a combination of salary and annual bonus. A full benefits package is also provided. If needed, relocation assistance will be provided.

SCHEDULE

Monday through Friday, flexible start and end times

INTERESTED? CONTACT ME TODAY.

Jennifer Henderson, President

Henderson Search

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