

ROLE CARD – Manufacturing Engineer Lead

Role: Manufacturing Engineer Lead

Department: Engineering

Location: Conroe, TX

Reports To: Director of Operations

Classification: Full-Time

1. Mission

Design, implement, and own manufacturing systems that improve the manufacturability of FluxWorks assemblies, enable predictable throughput, and ensure compliant, repeatable production. Serve as the bridge between design, operations, and quality to prepare the organization for scalable growth.

2. Outcomes (What Success Looks Like)

2.1 Manufacturability – Rotors and Assemblies

- Improve the manufacturability and repeatability of magnetic rotors through DFM/DFA-driven design feedback and process refinement.
- Identify and eliminate assembly pain points related to tolerance stack-ups, magnet handling, adhesive processes, fixturing, and alignment.
- Ensure new designs reflect proven manufacturing constraints and lessons learned.
- Lead manufacturing processes, identifying risks and driving mitigations into design, tooling, or work instructions.

2.2 Manufacturing Systems and Process

- Develop standardized routing and process flows that clearly define sequence, dependencies, and inspection points.
- Ensure manufacturing documentation is accurate, controlled, and aligned with released designs prior to production builds.
- Lead assembly processes, tooling, training records, and inspection checkpoints meet AS9100D / ISO 9001 requirements.

3. Core Competencies

3.1 Technical & Process Skills

Experienced in developing repeatable manufacturing processes for complex assemblies. Strong command of DFM/DFA, routing, and work instruction development. Skilled in tooling and fixture design to reduce variability and improve throughput. Uses production data and time studies to identify bottlenecks and drive process improvements.

3.2 Leadership and Communication

Hands-on leader who drives improvement on the shop floor and aligns engineering, operations, and quality. Communicates clearly, challenges assumptions when needed, and escalates risks early. Data-driven, execution-focused, and comfortable owning problems through resolution.