

PRADCO

OUTDOOR  BRANDS

POSITION DESCRIPTION

Date:	May 11, 2015	Supersedes:	n/a
Department:	Engineering	Job Title:	Mechanical Engineer
Exempt or Non-Exempt:	Exempt	Full-time or Part-time:	Full-time
Reports to:	Product Development Mgr.	EEO-1 Job Classification:	Professionals

The Mechanical Engineer is responsible for all aspects of mechanical design, engineering, testing and production of a high volume of new and existing products. Responsibilities include development of new product designs, management of project plans, documentation, and reporting and tracking project progress.

Essential Functions:

- Design, develop, and test all aspects of mechanical components, equipment, and machinery.
- Involvement in fabrication, operation, application, installation, and/or repair of mechanical products.
- New Product Development research, analysis, documentation, and reporting.
- Ability to take personal sponsorship of some new products.
- Work with New Product Development (NPD) team and Project Manager in application of our Project Management methodology. Continuously strive to increase efficiency, transparency, strategic alignment, and success of all new product development projects.
- Work with Product Managers, Repair Department, and Sourcing Manager to troubleshoot existing products.
- Work with Project Manager and Product Manager to develop new product briefs and project plans, including schedules and budgets.
- Execute engineering of multiple, concurrent projects.
- Work with team to identify, select, and manage outside vendors (domestic and international).
- Establish and maintain essential project & product documentation.
- Manage necessary regulatory / intellectual property filings.
- Other duties as assigned.

Required Qualifications:

- Bachelor's Degree in Mechanical Engineering from an accredited institution.
- Minimum of 3 years professional engineering experience which includes exposure to and understanding of the basic principles of product development, design, engineering and various manufacturing disciplines (injection molding, tooling, metal fabrication, materials etc.).
- Must have proven experience developing an idea into a functional product with general guidance and direction.

Preferred Qualifications:

- Strong organizational and analytical skills.
- Knowledge of materials and environmental and structural testing practices a strong plus.
- Ability to communicate clearly and effectively with all levels of technical and business personnel
- Proficiency with MS Office Suite (especially Excel) and 2D and 3D modeling software (Creo/Pro-E preferred).

- Interest in outdoors and/or hunting preferred but not required.

Physical Requirements:

- Ability to operate a personal computer on average for 7+ hours a day.
- Requires time in the office as well as some travel, possibly including occasional travel overseas.
- Requires ability to work physically to repair, troubleshoot, prototype, and test all types of mechanical products.
- May require overtime.

About PRADCO Outdoor Brands

PRADCO Outdoor Brands (POB), a division of EBSCO Industries Inc., is the largest company in the world that manufactures and markets major hunting and fishing brands and products under one parent organization. We are a leader in producing game calls, scents, attractants, game feeders, game cameras, tree stands and fishing lures. PRADCO Hunting owns the brands Moultrie, Summit, Knight & Hale and Code Blue. PRADCO Fishing owns more than 20 brands including Rebel, YUM, Booyah, Lindy and Bomber Saltwater Grade. For more information on PRADCO products, please visit our website at www.pradcooutdoorbrands.com.

The PRADCO Outdoor Brands vision is to "Create Exceptional Outdoor Experiences!" Our Six Core Values are:

- Demonstrate Teamwork
- Model Integrity and Honesty
- Value People
- Be Consumer Focused
- Create Satisfied Customers
- Deliver Quality

As a member of the EBSCO family of companies, PRADCO team members participate in outstanding benefits, such as:

- EBSCO Profit Sharing Trust - a profit sharing plan which contributes, on average, over 1 month's salary per year
- Excellent Medical, Dental, Prescription Drug and Vision insurance benefits
- Life, Accidental Death and Dismemberment Insurance
- Vacation and Holidays
- Flexible Spending Accounts
- In-house Credit Union
- Tuition Reimbursement
- On-the-Job Training
- College Scholarships for Employee's Dependents
- Employee Assistance and Mental Health/Substance Abuse Program
- Employee Discounts on EBSCO product

