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Reports to: VP Manufacturing

Department: Lakeside

Classification: Exempt

Effective Date: TBD

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### **Job Summary:**

The Manufacturing/Industrial Engineer is responsible for designing, implementing, and optimizing manufacturing processes, equipment layouts, and production systems for a new manufacturing facility. This role plays a critical part in establishing the facility's operational foundation, ensuring processes are safe, efficient, scalable, and compliant with applicable chemical and environmental regulations. The ideal candidate brings hands-on experience in an industrial or chemical manufacturing environment and thrives in the fast-paced, build-from-the-ground-up culture.

### **Essential Functions:**

- Design, develop, and implement manufacturing processes and workflows from the ground up, ensuring efficiency, safety, and scalability.
- Evaluate and select equipment, tooling, and materials appropriate for chemical and industrial manufacturing operations.
- Create and maintain plant layouts, process flow diagrams, and standard operating procedures (SOPs) aligned with production goals.
- Conduct time studies, capacity analyses, and workflow assessments to identify and eliminate bottlenecks and waste (Lean/Six Sigma principles).
- Collaborate with operations, quality, and safety teams to ensure manufacturing processes meet product specifications and regulatory requirements.
- Provide technical oversight and troubleshooting support for production equipment and chemical handling systems.
- Support facility startup activities including equipment commissioning, qualification, and validation.
- Ensure compliance with OSHA, EPA, and applicable chemical safety regulations including PSM/RMP where required.
- Develop and deliver training programs for production staff on new processes, equipment, and safety protocols.
- Partner with leadership to build out the engineering function as the organization grows.
- Track and report key manufacturing KPIs; recommend and implement continuous improvement initiatives.
- Other duties as assigned.

**Job Qualifications:**

- Bachelor's degree in Manufacturing Engineering, Industrial Engineering, Chemical Engineering, or a closely related field required.
- 5-10 years of engineering experience in a manufacturing or industrial production environment.
- Hands-on experience with chemical processes, hazardous materials handling, or specialty chemical manufacturing strongly preferred.
- Demonstrated experience with process design, plant layout, and equipment commissioning in a new or expanding facility.
- Working knowledge of Lean Manufacturing, Six Sigma, or other continuous improvement methodologies; certification a plus.
- Familiarity with OSHA PSM, EPA RMP, GHS/SDS requirements, and other applicable regulatory frameworks.
- Experience developing SOPs, work instructions, and technical documentation.
- Strong analytical and problem-solving skills with the ability to work independently in a dynamic environment with evolving resources.
- Proficient in CAD software (AutoCAD, SolidWorks, or similar) for plant layout and process design.
- Proficient in Microsoft Office Suite; experience with ERP/MES systems a plus.
- Excellent communication and cross-functional collaboration skills.
- Experience with greenfield or new facility launches is strongly preferred.
- Alignment with and ability to support an organizational culture centered on faith, family, work, and core values.
- Embrace and foster company values of Integrity, Excellence, People Chemistry, Golden Rule, Courage and Servant-Leadership