
Reports to: Manufacturing Engineering & Quality Manager

Department: Lakeside

Classification: Exempt

Effective Date: TBD

Job Summary:

The Sr. Manufacturing/Process Engineer is responsible for designing, implementing, and optimizing manufacturing processes, equipment layouts, and production systems for a new chlorine-based web conversion, filling, and packaging 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, has participated in starting up manufacturing lines, and thrives in a fast-paced, build-from-the-ground-up culture where they will wear many hats.

Essential Functions:

- Design, develop, and implement manufacturing processes and workflows from the ground up, ensuring efficiency, safety, product quality, and scalability.
- Evaluate and select equipment, tooling, and materials appropriate for chemical web conversion, filling, and packaging operations.
- Create and maintain plant layouts, process flow diagrams, SOPs, and standardized work instructions for all manufacturing machines, ensuring clarity, compliance, and operational efficiency.
- Establish chemical handling procedures for hazardous chlorine materials, including safe storage, transfer, and processing through filling and packaging equipment.
- Develop, document, and monitor critical process parameters and production data, applying statistical process control (SPC) to maintain consistent quality and drive continuous improvement.
- Conduct time studies, capacity analyses, and workflow assessments to identify and eliminate bottlenecks and waste; lead or support Lean, Six Sigma, and cost-reduction projects.
- Lead and coordinate Engineering Change Orders (ECOs) to ensure changes are properly documented, approved, and implemented in compliance with safety, quality, and regulatory standards.
- Collaborate with operations, quality, maintenance, R&D, and safety teams to ensure manufacturing processes meet product specifications and regulatory requirements and to improve production reliability.
- Provide technical oversight and troubleshooting support for production equipment and chemical handling systems; work directly with operators to resolve issues and implement corrective actions.
- Participate in review and disposition of nonconforming materials and products per product/process specifications and business requirements.
- Support facility startup activities including equipment commissioning, qualification, validation, and first production runs.

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- Ensure compliance with OSHA, EPA, and applicable chemical safety regulations including PSM/RMP where required; lead hazard analyses (HAZOP, FMEA) and participate in safety audits and incident investigations.
 - Develop and deliver training for operators, technicians, and junior engineers on new processes, equipment, safe chlorine handling, and safety protocols.
 - Track and report key manufacturing KPIs, recommend and implement continuous improvement initiatives, and partner with leadership to build out the engineering function as the organization grows.
 - Other duties as assigned.

Job Qualifications:

- Bachelor's degree in Manufacturing Engineering, Industrial Engineering, Chemical Engineering, Mechanical Engineering, or a closely related field required.
- 5-10 years of manufacturing or process engineering experience in an industrial production environment; candidates with 3-5 years and strong line startup experience considered.
- Demonstrated experience with process design, plant layout, and equipment commissioning in a new or expanding facility; line startup experience (leading or participating) required; greenfield launch experience strongly preferred.
- At least 1 year in hazardous chemical manufacturing or chlorine handling strongly preferred; web conversion, filling, or packaging experience a plus.
- Working knowledge of Lean Manufacturing, Six Sigma, SPC, or other continuous improvement methodologies; certification a plus.
- Experience conducting hazard analyses (HAZOP, FMEA) and familiarity with OSHA PSM, EPA RMP, GHS/SDS requirements, and other applicable regulatory frameworks.
- Experience developing SOPs, work instructions, technical documentation, and ECOs.
- Strong analytical and problem-solving skills with attention to detail and the ability to work independently in a dynamic environment with evolving resources.
- Highly organized and flexible; comfortable wearing many hats in a lean, startup environment, with excellent communication and cross-functional collaboration skills.
- Proficient in CAD software (AutoCAD, SolidWorks, or similar) for plant layout and process design; experience with process control systems, data analysis tools, and ERP/MES systems; proficient in Microsoft Office Suite.
- Commitment to safety, environmental stewardship, and continuous learning.
- Alignment with and ability to support an organizational culture centered on faith, family, work, and core values.
- Embrace and foster company values of Excellence, Courage, Selflessness, Integrity and Safety.