

Position

Title: Production Engineering Manager

Reports To: Vice President of Operations

Department: Operations

General Purpose

The Production Engineering Manager at Walker leads engineering support for all factory operations, ensuring that production systems are stable, scalable, and aligned with Walker's goals for safety, delivery, cost, and product quality. A primary aspect of this role is to foster a strong, collaborative relationship with Design Engineering, ensuring they are well-supported and empowered to innovate and quickly implement improvements to current designs. This position drives continuous improvement in manufacturing processes, equipment performance and new technology, while overseeing the manufacturing quality strategy and resolving production-related issues throughout the product lifecycle.

Key Responsibilities:**Manufacturing Quality**

- Lead manufacturing quality initiatives across the supply chain, internal production, and customer-facing outcomes.
- Complete the implementation and use of Walker's Quality tracker throughout the factory.
- Monitor internal production issues, identify recurring problems within work centers, and implement corrective actions
- Help establish a process to track vendor quality issues and drive them to closure
- Partner with Supply Chain team to address vendor-related quality concerns and ensure accountability for component reliability
- Partner with the Tech Service team to investigate customer complaints tied to warranty and early-life failures that trace back to production-related root causes
- Ensure issues are communicated clearly across teams and that corrective actions are planned, executed, and sustained

Team Leadership and Development

- Provide direction, coaching, and mentoring to the Production Engineering team, fostering a culture of continuous learning and development
- Support the growth of team members by helping them expand their skills and take on additional responsibilities
- Identify staffing needs and participate in the hiring process to build a strong, capable team that can meet future demands

Manufacturing Process Oversight

- Manage the Production Engineering team and align their efforts individual expectations with company goals.

- Ensure Production Engineering projects are prioritized appropriately and report on individual progress and timelines to ensure initiatives are progressing appropriately
- Own and continuously improve factory work centers, production processes, and equipment capability
- Oversee equipment calibration and maintenance plans to ensure equipment reliability and measurement accuracy
- Develop and implement improvements that increase process efficiency, reduce variation, and improve throughput
- Build and maintain reporting tools that provide visibility into production yield, performance, and quality metrics

Collaboration with Design Engineering

- Collaborate closely with Design Engineering to ensure they are supported in their efforts to innovate and improve product designs quickly
- Facilitate communication and feedback between Design Engineering and Production to ensure design changes are manufacturable and aligned with production capabilities
- Provide feedback on design improvements and manufacturability, driving timely updates to existing products
- Empower the Design Engineering team to make necessary adjustments to designs by providing tools, resources, and support for optimal part production
- Collaborate with Design Engineering to align tooling documentation with part design and production needs

Cross-Functional Collaboration

- Coordinate with production, design, and supply chain teams to support effective execution and issue resolution
- Participate in product design reviews to ensure new parts are manufacturable and meet quality standards
- Lead the Change Request process to align production engineering support with product updates and improvements
- Provide direction and support to Walker's facilities team, ensuring they have the resources needed to meet current and future production demands
- Help improve preventative maintenance programs to ensure equipment and facilities are running efficiently and reliably
- Develop business plans to support CAPEX (Capital Expenditure) investments, ensuring that facility upgrades and equipment purchases align with long-term business objectives

Additional Responsibilities

- Represent the Production Engineering function in strategic planning sessions
- Drive a culture of continuous improvement throughout the production environment
- Support the development and maintenance of documentation, including standard work and visual instructions
- Perform additional duties as needed