

Job Identification

Job Title: Product Development Engineer
Division: Bailey Metal Products Limited – Concord
Department: Product Management
Reports to: Accessories, Product Manager
Revision Date: Aug 14, 2020

Job Purpose Summary

The Product Development Engineer is responsible for providing technical product and systems support for the sales, marketing and manufacturing efforts of the organization. This support extends specifically to BMP's Focus Product categories and includes providing engineering support of pre-sale and post-sale project activities as required to grow BMP's market share. In addition, the incumbent performs product design activities and coordinates the production of prototypes.

Responsibilities and Accountabilities

The responsibilities and accountabilities of the position include but are not limited to the following:

Product and Project Support

- Review project qualification opportunities with Product Managers and agree on level and timing of engineering and drafting work most appropriate to the opportunity.
- Provide technical support to the opportunity as required,
 - Determining structural layout of floors and/or walls for optimal CFS design.
 - Determine optimal floor and wall member sizing based on project design loads as required for pre-design proposals.
 - Draft, supervise and check material quantity surveys (take-off) required to complete proposals or quotations.
- Coordinate and supervise creation of drawings for individual project needs while ensuring timeliness and accuracy.

New Product Development

- Using expert technical skills, conceive, plan and assist R&D product development activities to achieve project goals.
- Engage in test method development, implementation and validation of new products.
- Responsible for assessing design feasibility and verifying product functionality and/or confirm product capabilities.
- Recommend and assist in the development of new product lines, product testing programs, data analysis and literature in consultation with Product Management.
- Keep updated with competitor product lines, new product development and marketing activities and share that which is learned with BMP teammates.
- Design experiments and analyze the test results using statistical tools. Interpret the results correctly and provide feedback effectively for design improvements.
- Lead in the design of new products and design improvements to existing products.
- Lead in the evaluation and assessment of competitive products, processes and/or new trends.

Ongoing Product Management Activities

- Responsible for product sustaining engineering activities in a complete product life cycle.
- Responsible for protocols and reports where necessary.
- Work with Product Managers on matters concerning Bailey's intellectual property.

Sales and Training Support

- Responsible for providing technical product and systems support to BMP sales teams nationally.
- Work closely with Marketing and Product Management to create technical marketing collateral.
- Co-ordinate training for Sales department, customers and other technical group associates on technical matters relating to all products.
- Handle correspondence with customers and Sales Representatives on matters relating to applications, technical support, and other activities that are deemed necessary.
- Ensure that associates have the right tools, information and knowledge in order to work effectively, serve our customers and uphold the company objectives.
- Continue to proactively share and impart knowledge among BMP sales staff so that we gain advantage from new learning and best practices.

Personal Development

- Actively participate in applicable industry associations.
- Seek membership and relevant participation and networking opportunities through applicable industry associations as a means of staying current as well as enhancing BMP's market presence and opportunities to grow the Focus Product market.
- Understands and adheres to the company's health and safety policies, programs and procedures by communicating and promoting health and safety awareness to all employees.
- Carry out work related responsibilities in accordance with the organization's policies and applicable laws.
- Maintain a high standard of professional knowledge, ethics and practices when dealing with customers, suppliers, peers, subordinates, supervisors and other key stakeholders of the company.
- Conduct oneself in a professional manner that reflects integrity and respect towards customers, suppliers, peers, subordinates, supervisors and other key stakeholders of the company.
- Understand, support and adhere to the company's health and safety policies, programs and procedures by communicating and promoting health and safety awareness to coworkers and subordinates.
- Communicate suggestions for process improvement and participate in implementation of improvement initiatives.
- Participate in the company's quarterly inventory count.
- Other responsibilities and accountabilities as assigned by the Accessories, Product Manager.

Qualifications

- Minimum 1 year Structural Engineering experience preferred.
- Proficient working knowledge of AutoCAD, Revit and Microsoft Office with a strong focus on PowerPoint.
- Experience with and a good understanding of cold form steel design.
- Experience in structural engineering design.
- Professional Engineering designation or is eligible for a Professional Engineering designation.
- Excellent written and verbal communication.
- Able to work independently with little supervision.

- Strong understanding of engineering principles and theory and the ability to apply this knowledge to solve unique product design scenarios and remedy field issues.
- Able to coordinate information with team members.
- Able to easily read and understand construction, erection and shop drawings.

Working Conditions

- Travel may be required
- Ability to attend and conduct presentations
- Overtime as required