



The Commercial Vehicle Group (CVGI) is a global leader in commercial vehicle system solutions for the heavy-duty truck, construction, agricultural, industrial, marine, and specialty industries. We take pride in building products the same way that we've built our company – with commitment, strength and focused direction.

We're successful because we are committed to continuous improvement. We aren't afraid to take chances with modern processes that may improve the tried and true. We are immersed in technology in every market we serve. We're growing, penetrating emerging markets, and constantly in pursuit of innovation that will improve, shape, and define the future of the global commercial vehicle industry.

We are currently seeking an experienced **Tooling Engineer** at our Concord, North Carolina Facility.

In this role, the incumbent will:

- Supervise the injection molding, reaction injection molding and thermoforming tooling initiatives including the planning, development and execution of new tools, changes to existing tools, preventative maintenance and the maintenance of existing tools.
- Manage tool room associates; provide guidance and leadership to them on a daily basis. Clearly define & communicate employee performance targets and goals.
- Maintain employee schedules including time & attendance for payroll as well as time off. Coordinating job training; ensure workers are properly trained for their specific roles.
- Provide real-time feedback on worker performance; manage employee relations. Identify and resolve workplace problems, including tardiness, safety violations, and absenteeism.
- Participate in recruiting, hiring and termination activities.
- Oversee all new tool builds and ensure tools are delivered to internal specifications and best practices within timelines.
- Establish and maintain internal specifications for all tooling.
- Collaborate in a team environment to ensure the design of manufacturability of new products / tools. Provide said feedback internally and externally to customer as needed.
- Maintain accurate engineering documentation with regards to tooling including solid models, prints and assembly data.
- Review production scheduling to prioritize and direct tooling maintenance and repair activities including assigning resources as necessary for all preventative maintenance, routine service and emergency repairs of tooling.
- Provide guidance and leadership to tool room associates.
- Promote a culture of safety and continuous improvement.
- Facilitate effective communication across cross functional departments as well as the tooling maintenance department to share progress, status and lessons learned.
- Manage a tooling maintenance scheduling and tracking system that is visual, accurate and adequate to meet all internal requirements.
- Use a data driven approach to tooling maintenance and repair which includes tracking shot counters, maintenance history to predictively schedule necessary actions to minimize tooling cost per shot, scrap generation and machine downtime.
- Responsible for contacting tooling vendors for repairs ensuring timely competitive selections are being made.
- Responsible for on time completion of annual tooling audit request made by customers.



- Request and track consumable supplies to facilitate tooling room.

Requirements:

- Bachelor's Degree or 5 years' related experience and/or training. Combination of education and/or experience will be considered.
- Must have working knowledge of solid modeling CAD and Microsoft Office Software.
- Able to write reports, business correspondence, and procedure manuals.
- Candidate must have strong problem-solving skills and able to think both analytically and creatively.
- Able to effectively communicate (written and verbal formats) across multiple levels of the facility.
- Must have high level organizational skills and attention to detail; able to take direction and complete tasks in a timely manner.

Sponsorship is not available for this position at this time.

Our eligible associates enjoy competitive wages and benefit package including comprehensive medical, dental, vision, 401(k) plan, company paid life insurance, paid holiday and vacation time off.

Resumes may be submitted as directed below. Include the job title in all submissions.

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Commercial Vehicle Group, Inc. is an equal opportunity employer and makes employment decisions without regard to race, gender, disability or protected veteran status.