



Commercial Vehicle Group, Inc. (CVGI) is a diversified industrial company that provides seating systems, electro-mechanical assemblies, wire harnesses, plastic parts, engineered structures, panel assemblies, and warehouse automation subsystems for many markets including ecommerce, e-tailing, trucking, last-mile delivery, electric vehicles, military equipment, warehouse equipment, buses, construction equipment, agricultural vehicles, specialty transportation vehicles, mining, industrial equipment and off-road recreational markets.

We are currently seeking an experienced **Plastics Processing Development Engineer** with advanced plastic product and process development experience who can lead CVG injection molding growth and business transformation initiatives through the development, launch, and optimization of world-class products & processes.

The ideal candidate will be an injection molding subject matter expert with an extensive history of successfully developing, launching new and revolutionary injection molding products and processes. Candidate shall also have extensive experience specifying, procuring, and installing plastic molding equipment. The candidate shall have an unbridled entrepreneurial drive, and leverages their experience, skillsets, and passion to aggressively implement process development and growth strategies.

This position is located at our CVG Cabarrus Plastics facility in Concord, NC.

In this role, the incumbent will:

- Be recognized as a subject matter expert in the complete Injection Molding field and is sought out to provide guidance on risks, resources and opportunities regarding significant projects and technical issues throughout the organization.
- Lead team members to develop and drive implementation of new plastic processing capabilities, strategies, and technology roadmaps.
- Have full responsibility for developing and maintaining internal and external networks for all associated technologies to ensure complete understanding of “State of the Art” both in the academia and industry.
- Drive development and implementation of new plastic processing technologies.
- Develop injection molding solutions for new product introductions, product expansions and manufacturing system modernization.
- Provide support to automation, equipment teams, and vendors during development of automation systems.
- Provide expertise specific to plastic resin molding characteristics, selection, and performance.
- Specify all required injection molding process equipment.
- Manage the quotation, vendor selection, design and manufacturing processes of new equipment and tooling.
- Drive for Standardization and best practices.
- Participate on special teams & complete additional tasks as assigned.

Requirements:

- Bachelor’s Degree in Engineering or applicable experience in design or related discipline with specific engineering application. Experience to include:
 - Minimum of 7+ years’ experience with injection molding process development and debug using scientific injection molding principles.
 - Minimum of 3+ years’ experience implementing complete injection molding cells, and all required auxiliary equipment.



- Expert knowledge of injection molds (manufacture and processing)
- Master molder, experience with scientific injection molding, or similar training/certification required.
- Experience with multiple plastics manufacturing processes and multi-functional groups.
- Ability to consult and advise on projects.
- A proven track record of engineering accomplishments and transfer of manufacturing systems to production (e.g. participation on teams delivering capital projects to manufacturing, meeting continuous improvement goals, making step change process improvements, and expanding technical capability).
- Experience driving and implementing strategies.
- Strong technical knowledge of design and development practices, equipment, manufacturing and assembly processes, familiarity with sound quality practices and their impact on product design.
- Ability to plan, organize and oversee the execution of the job requirements assigned to perform facilities project work in a team oriented, continuous improvement format.
- Ability to read, analyze, and interpret general technical procedure, or governmental regulations.
- Must have familiarity of health and safety guidelines and comply with OSHA and Industry regulations.
- Strong organizational skills, ability to work autonomously with minimal supervision while managing multiple projects and tasks.
- Excellent communication skills and demonstrate ability to work well with others at all levels.
- Ability to write reports, business correspondence, and procedure manuals. Effectively present information and respond to questions from groups of managers, clients, customers, and the general public.
- Fluent with MS Office 365/2016 including advanced Excel skills; experience using design software, able to read and interpret blueprints and other technical literature.
- Ability to travel 50-70% annually with short notice as well as advance planning.

We are unable to consider sponsorship 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. Please include the job title in all submissions.

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Different people approach opportunities and challenges differently which improves outcomes for customers, employees, and shareholders. CVG is committed to diversity and inclusion and welcomes qualified applications without regard to race, color, religion, sex, sexual orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status or any or any other status protected by law.