

Automation Engineer

Pay Class:

FLSA: Exempt - Salary

Reports to:

Controls Division Manager

Date:

October 20, 2025

Job Description

Summary/Objective:

Apply knowledge of automation principles to collaborate with peers in the design of products, automation systems, robotics and controls systems.

Essential Functions:

(This description is not all inclusive, other duties may be assigned):

- Manage automation projects from design, integration, functional testing, product acceptance, installation, and commissioning to ensure they deliver the expected value.
- Project level automation technical lead. Will participate in customer meetings and may provide input to engineering proposals, device selection and schedule estimates related to job activities.
- Cooperate in the development of new products including proof of concept, assembly, testing, and evaluation.
- Review existing automation to identify opportunities and propose solutions for improving safety, manufacturing efficiencies, quality, and throughput.
- Research, design, and develop controls systems for industrial use utilizing knowledge in control engineering; develops software solutions by studying information needs, conferring with customers and senior staff, and studying system flow and work processes.
- Troubleshoot problems and make repairs or modifications to automated production equipment requiring a high degree of electrical, electronic, and mechanical skills while minimizing downtime and recurrence
- Upgrade obsolete or hard to source components; assist manufacturing and purchasing departments in the selection and/or substitutes for new and obsolescent parts with equivalent parts.
- Ensure proper documentation of electrical/ controls and source code management of software programs using flowcharts, layouts, diagrams, charts, code comments, and clear and organized code.
- Support field personnel with the troubleshooting of equipment and installation of new products; Train shop floor personnel and maintenance/engineering technicians on the operation and troubleshooting of automated equipment.
- Assists in enhancing Automation capabilities by continued research into industry standards and best practices, attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies.
- Adhere to all workplace safety laws, regulations, standards, and practices.
- Responsible for providing mentorship and guidance for junior engineers.
- Perform other related duties as required or directed.

Competencies:

- Oral Comprehension - The ability to listen to and understand information and ideas presented through spoken words and sentences
- Written Comprehension - The ability to read and understand information and ideas presented in writing
- Oral Expression - The ability to communicate information and ideas in speaking so others will understand.
- Problem Sensitivity - The ability to tell when something is wrong or is likely to go wrong
- Deductive Reasoning - The ability to apply general rules to specific problems to produce answers that make sense
- Inductive Reasoning - The ability to combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events)

Travel:

Domestic and international travel may be required.

Minimum Required Education and Experience:

- Bachelors in Automation, Mechanical, Electrical or Computer Science or equivalent experience.
- Minimum of 3-5 years' experience in manufacturing or other technical field working on automated systems.
- Practical experience and knowledge of complex automated systems and programming including PLC, HMI, Motion (VFD, Stepper, servos, robotics); vision platforms and PC/proprietary systems.
- Knowledge and ability, hands-on experience with troubleshooting electrical, controls and programs of industrial automation/robotic equipment.
- Practical experience programming, Allen Bradley Studio, Robots, PID control/ tuning and servo systems; programming and experience with machine vision, Beckhoff, Mitsubishi PLC, VB and C++ a plus.
- Ability to read and generate electrical schematics, panel layouts, safety systems and P&IDs drawings using AutoCAD, BricsCAD or equivalent.
- Excellent communication skills, ability to work well on a team.