

Heliene is a fast-paced entrepreneurial company growing rapidly in a highly desirable industry, with a

ABOUT HELIENE

mission to be part of the solution to climate challenges and contribute to a better planet.

Heliene has taken the challenge to help the world reduce its reliance on fossil fuels, by striving to be a leader in renewable energy. We are a manufacturer of high efficiency and high-quality solar modules. Our modules are produced on state-of-the-art solar manufacturing lines in Ontario-Canada, Minnesota-USA, and at manufacturing partners around the world.

Customer First is more than a slogan. It's the guiding principle of our business, a core value, and the cornerstone of our company culture.

WHY JOIN HELIENE

We are looking for talented and motivated people that want to help us shape the solar industry. Under an experienced leadership team, we provide growth opportunities, intellectual challenge and a flexible, collaborative company culture.

We offer comprehensive benefits, including competitive salaries; paid time off; health, dental, vision and life insurance; as well as retirement plans.

THE POSITION

Job Title: Manufacturing Engineering Manager
Position Status: Full Time
Department: Operations
Supervision Received: Vice-President of Operations
Supervision Exercised: Manufacturing Engineers and Maintenance Employees
Location: Mountain Iron, Minnesota

A.	Equipment Maintenance and Repair	65%
B.	Administration/People Management	15%
C.	Building Maintenance and Repair	10%
D.	Other duties as assigned	10%
TOTAL		100%

Reporting to the Vice-President of Operations, the Manufacturing Engineering Manager is responsible for ensuring that the equipment on the line is maintained and repaired in a safe and efficient manner and

that the buildings in Mountain Iron are in safe working order. The Manager plans, directs, organizes, and proactively evaluates situations to ensure minimal interruption and downtime. They are responsible for working closely with management across the entire organization to ensure production levels are met. In addition, the manager is responsible for planning and managing the maintenance budget, hiring and overseeing training, and supervision of staff. The Manufacturing Engineering Manager must be a strong communicator, who is detailed orientated with a strong safety focus and understanding.

- Lead and manage a team of manufacturing engineers and maintenance technicians, providing guidance, coaching, and fostering professional development
- Working closely with Human Resources, support the hiring and training of maintenance personnel. Conduct employee performance reviews to determine the competency, knowledge, and contribution of their employees. Managing employee relations including, addressing complaints, and resolving problems
- Supervise Manufacturing Engineers and Maintenance employees. Ensure that they are adequately trained, equipped, and motivated so that the maintenance program can be accomplished in a safe, qualitative, timely, and cost-effective manner to maximize production
- Manage the Facility Maintenance portfolio including employees under this portfolio
- Ensures the facility is in safe, working order
- Perform Failure Analysis of major delays in collaboration with all departments involved in the problem
- Perform regular meetings to review plant performance, preventive plan execution, and corrective action reporting
- Establish open, honest, and regular communication with the team regarding duties and responsibilities as well as relaying information relevant to their employment as required
- Ensure an engaged and positive culture is maintained in the department
- Collaborate with cross-functional teams, including operations, and quality assurance, to develop and implement effective manufacturing strategies and processes
- Oversee the design, development, and improvement of manufacturing processes, tools, and equipment to enhance efficiency, productivity, and product quality

Minimum Qualifications:

- Degree in Electrical, Mechanical, Electromechanical, Mechatronic Engineering with five (5) years or more experience in the automated electrical and mechanical manufacturing maintenance field as well as at least three (3) years of supervisor experience or an equivalent combination of education, training, and experience.
- Experience with lean manufacturing practices (Kanban, Value Stream Mapping, Root Cause Analysis tools) will be considered an asset
- Experience managing a team of engineers and technicians in a fast-paced manufacturing environment
- Proficiency in machinery and equipment operation, maintenance, and troubleshooting.
- Manufacturing process control
- Robotics experience will be considered an asset

- Previous experience in Maintenance software will be considered a plus
- Ability to document and present failure analysis, continual improvement plans, and root cause analysis
- Experience with Power BI will be considered an asset
- Experience with ISO 9001 and/or 14001 will be considered an asset
- Experience with OSHA standards
- Analytical critical thinking skills to take a systematic approach to find the root cause and develop appropriate corrective action
- Familiarity with relevant software tools and systems, minimum: Word, Excel and PowerPoint
- Exceptional interpersonal, oral, and written communication skills including the ability to communicate clearly and effectively with all departments
- Ability to analyze, organize, prioritize, manage multiple projects
- Must have a valid passport and ability to travel internationally
- Must have valid driver's licence and reliable transportation

Qualified applicants should apply at: Mackinnon and Partners

<http://mackinnonandpartners.com/career-opportunities/?rpid=eVXedVwIZUU>

All applicants must be legally eligible to work in [the United States of America / Canada].

Heliene is strongly committed to fostering diversity and inclusivity within our organization and is an equal-opportunity employer. Heliene invites and encourages applications from all qualified candidates from equity-deserving groups and all qualified applicants will receive consideration without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Currently, Heliene USA is not accepting applicants that require sponsorship.