



Job Title:	Director of Engineering, Products	Position Type:	Full Time
Location:	Sheridan, WY	Date Posted:	November 11, 2024
Level/Salary Range:	\$85-\$125K, DOE	Posting Expires:	When filled

Submission Information:

Kennon is an equal opportunity employer and will seriously consider every qualified applicant interested in joining our growing team. Please apply through our webpage: <https://kennonproducts.com/careers/>

Questions or accessibility issues may be directed to: recruiting@kennoncovers.com

Job Description:

JOB PURPOSE

Kennon's Director of Engineering, Products will lead the Product Design team in delivering high quality and high efficiency design services to Kennon's manufacturing group. This role requires both an internal and external focus and concentration to ensure that the manufacturing team is equipped with the necessary designs, drawings, procedures, and documentation to deliver on Kennon's promises to its customers. The Director of Engineering, Products will coordinate closely with Kennon's Director of Manufacturing, Sales Directors, Engineering Director (Development), and customers to ensure that product requirements are clearly understood, prioritized, and achieved with maximum efficiency and proficiency. This is a highly dynamic and critical role that throttles the flow of product through the organization and ensures consistent delivery of high-value solutions to Kennon's customers. The Products team is primarily responsible for the customization and tailoring of established product lines to the bespoke and specialized demands of our customers and maintains a focus on short-term (<4 month duration), quick-turn engineering activities. The Director of Engineering, Products reports to the VP of Engineering.

JOB DUTIES/RESPONSIBILITIES

- Lead a team of competent, capable, and highly motivated designers and engineers who possess a customer-focused outlook, catering equally to the demands of both internal and external customers.
- Partner with Manufacturing, Operations, Sales, and Engineering leadership to establish appropriate priority of workflows and to allow Kennon to deliver on its promises to our customers.
- Identify, establish, and implement the necessary design tools, processes, and procedures within the Products team that offer the most effective, efficient, and high-quality outcomes to the Manufacturing group.
- Coordinate with the Engineering Director, Development to establish and align strategies, shared resources, and best practices within the engineering division and throughout the Kennon organization.
- Partner with Operations and Manufacturing leadership to ensure consistent and seamless execution of company strategy and to effectively funnel new, revised, and improved products into the production environment.
- Establish documented design guidelines and protocols to ensure consistent delivery of high-quality, highly functional, and robust product to our customers that delivers on and extends Kennon's legacy of customer satisfaction.
- Establish and track key performance indicators for the Products Design team in collaboration with the Director of Manufacturing.
- Work closely with manufacturing engineers to deliver appropriate and robust tooling and process options that ensure efficient, high quality, and repeatable product delivery.

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- Coordinate with the Operations team to ensure that critical material needs are understood, anticipated, and met in preparation for product manufacturing.
- Support and coordinate the resolution of both internal and external nonconformities related to the performance, fit, or design of Kennon's products.
- Develop pricing of new products, draft preliminary ROMs, quotations, and price justifications for CEO authorization as required. Evaluate opportunities for design to print and production efforts.
- Supply inputs to the manufacturing organization for first article inspection (FAI), AS9102, and other regulatory requirements.
- Establish and develop a robust set of tools, techniques, and standard practices within the design team to ensure consistent quality, performance, and timely delivery of products. Train and mentor your team in the use and utilization of these tools, working to continuously improve their application and performance over time.
- Build strong cross-functional relationships across the company.
- Leverage Kennon's Quality Management System to ensure stable and effective documentation of product engineering efforts and to meet all industry and/or customer defined regulations and standards.
- Support a culture of learning, growth, and customer-focused execution and provide an environment where challenge and the pursuit of success are consistent motivators.
- Perform other duties as required.

MINIMUM QUALIFICATIONS & REQUIREMENTS

- Proficiency and expertise in design principles and best practices, especially as they relate to product design.
- Efficient time management skills with a proven ability to meet deadlines.
- People-centric approach; Excellent leadership, communication, and organizational skills.
- Ability to lead and develop a motivated team of engineers and design technicians.
- Results-driven.
- Ability to work in a fast-paced, high-pressure environment with a focus on continuous improvement.
- Direct and professional interaction with customers and customer organizations is a key success criteria for this role.
- Excellent technical writing skills.
- Strong analytical and problem-solving skills.
- Occasional travel will be required.

PREFERRED QUALIFICATIONS & REQUIREMENTS

- Bachelor's degree in Engineering, Engineering Technology, Manufacturing, or related field.
- At least seven years of product design, manufacturing and/or business leadership experience.
- Strong knowledge of Lean Manufacturing Practices.

ABOUT KENNON

We are currently in an exciting time of growth and change, aligning our organizational structure to our strategic plans, creating great opportunities both internally and externally. Kennon Products has a forty-year history of proudly designing and manufacturing quality products that protect high value assets. Founded in 1984 to provide general aviation products, Kennon has grown into a multi-faceted company with international sales. We lead with cutting edge research and development, utilization of advanced materials and composites, and delivery of diverse product lines that include: preservation of private, commercial, and military aircraft integrity; safety in behavioral health; and life-protection for our service men and women. Our success has come through consistently providing innovation, ensuring superior design, and maintaining our commitment to quality. Together, we deliver innovative solutions to protect what matters most.

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