



**Title of Position**  
Engineering Staff Manger

**Team/Department**  
Corporate

**Reports To**  
Business Operations Manager

## Engineering Staff Manager

H2E solves problems and does the right thing for industrial clients and team members. The result is world-class electrical engineering, process, and designs. We work with Mining, Light Metals, Hydro Electric, Cement, Aggregates, Water/Wastewater, Utilities, Food Processing, Manufacturing, and Wood Products clients in the US and other countries.

### **About Your Work:**

The Engineering Staff Manager manages teams of engineers within the organization to ensure that targets are achieved in, staffing levels, training, utilization, performance, quality, and safety. Duties of the role include, developing plans that align with H2E core values and business goals, organizing teams for success, implementing initiatives to strengthen teams and individuals, monitoring initiatives for effectiveness, and providing direction needed to achieve the desired results. The Engineering Staff Manger reports to the Business Operations Manager (BOM).

### **Responsibilities**

Key duties and responsibilities include, but are not limited to:

#### Plan

- Support H2E business planning activities
- Implement team initiatives and goals in support of H2E core values and business goals
- Participate in project planning and resourcing discussions
- Develop career plans for team members

#### Organize

- Recruit and develop Engineering talent to ensure sufficient resources are in place to achieve strategic priorities
- Create an environment where collaboration and team performance are rewarded and thrive
- Develop training and mentoring programs for new employees
- Balance competing priorities within H2E to achieve all desired outcomes

#### Implement

- Provide Project Managers a skilled, qualified, and motivated workforce
- Effectively motivate team members toward excellence and personal growth
- Support and maintain an Engineering Skills Matrix to establish strengths and define growth opportunities for team members
- Ensure employees have the training, tools, and equipment needed to accomplish team and personal goals



## Engineering Staff Manager

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### Monitor

- Assess employee performance, through performance evaluations and other means, to ensure team objectives are met
- Ensure behaviors and practices align with company processes (e.g., Quality Management System, Safety, etc.)
- Ensure that team goals are met by effective planning, organizing, scheduling, and monitoring of work activities
- Generate reports and present information to upper-level managers on team performance

### Direct employees

- Manage personnel activities, assist in setting priorities and opportunities for professional and personal development
- Establish a professional work environment that grows personal accountability
- Appropriately convey information between company leaders and team members
- Provide timely feedback on performance and follow through with appropriate actions
- Perform other responsibilities as required to ensure the organization's goals and objectives are achieved

### Qualifications

- Minimum of 5 years of experience in managing people
- Experience managing technical staff preferred
- Bachelor's degree in business management or engineering preferred

### Requirements

- Provide leadership, motivation, vision, and direction
- High commitment to achieving goals and plans
- Excellent communication, interpersonal, leadership, coaching, and conflict resolution skills
- Experience in hiring and supervising staff
- Experience in leading teams
- Analytical thinking
- Decision-making
- Problem solving
- Time and project management skills

### What H2E Offers

- Competitive Wages
- Health/Dental/Vision Benefits



## Engineering Staff Manager

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- 401k/Profit Sharing
- Flexible Hours
- Holiday, Sick, and Vacation Time
- Opportunity for Advancement
- Amazing Team Environment

### **How to Apply**

Please review the position posting and respond with cover letter and resume.  
Apply via E-mail to [recruiting1@H2Einc.com](mailto:recruiting1@H2Einc.com).