



JOB DESCRIPTION

Director of Engineering

March 2024

POSITION SUMMARY:

The Director of Mechanical, Electrical, and Plumbing Systems Engineering is responsible for planning and directing the engineering activities, people, and processes of the Mechanical Electrical Plumbing (MEP) Engineering team that turn customer requirements into an operating vessel by working closely with peer engineering leaders and staff in Structural/Naval Architecture and Interior and Exterior Finishes. In addition, the role is responsible for operating and optimizing the business and data systems that support the design, development, configuration, and release of engineering master data to all internal stakeholders and external contractors involved in vessel creation and delivery. Also provides guidance and leadership across Project Management, Engineering, Supply Chain, Quality, and Manufacturing when called upon. The role assists or leads in developing, revising, and implementing approved policies, procedures, and programs. This role will develop and lead strategies that support transformation initiatives and enable engineering optimization, continuous improvement, and delivering innovative capabilities, including identifying, qualifying, and implementing new technologies that advance Burger's position in the market.

ESSENTIAL JOB FUNCTIONS:

1. Function as a Burger's Engineering leader, supporting and collaborating with the other Engineering team members in highly effective planning, strategy design, organizational design, prioritization, goal deployment, and performance management practices.
2. Strengthen MEP Engineering's capabilities and capacity while leading and mentoring inside and across the Engineering function, providing technical, tactical, and strategic expertise.
3. Ensure that MEP Engineering and subcontractor resources are utilized efficiently and effectively while being applied to programs, processes, and operations that support customer demand and project execution.
4. Implement a culture of self-measurement and self-improvement to deliver better results with each successive project step and phase.
5. Co-develop, implement, and continuously evolve an organizational design that optimizes accountability and effectiveness to deliver on company strategies and customer commitments.

POSITION IN ORGANIZATION:

This position reports directly to the President and CEO and has direct reports.

**DECISION MAKING:**

Exercise judgment consistent with Burger's mission, vision, and code of business conduct regularly and continuously. Assume full responsibility for decisions, consequences, and results that impact Burger, its staff, clients, vendors, and the quality of service within the assigned and affected operational areas.

COMMUNICATION:

The candidate must demonstrate the ability to lead meetings and write professional correspondence effectively. The candidate must also demonstrate great verbal and written communication skills, including the ability to listen, talk, and teach. Finally, the candidate must demonstrate an all-pervasive positive attitude.

EDUCATION:

Bachelor of Science in Engineering, with demonstratable experience relevant to the role and needs of the business.

EXPERIENCE:

A minimum of five years of Engineering leadership experience with a track record of success in developing strategies, people, customer projects, business processes, and business systems to accomplish the sales and profitability goals of the business.

ADDITIONAL EXPECTATIONS:

1. Demonstrated history of holding self and teams accountable to deliver projects on time, to customer requirements, and budget.
2. Excellent coaching and mentoring skills to create and maintain a highly resilient attitude, environment, and culture among the workforce.
3. Technical leadership roles in manufacturing businesses that produce highly engineered, custom products. Prior marine industry experience is a plus.
4. Willingness to take calculated risks, possess self-confidence, and demonstrate the ability to work with all organizational levels.
5. Ability to influence without authority, be persuasive, yet demonstrate the ability to be persuaded and collaborative as needed.
6. Proven ability to work in family cultured company while still achieving business objectives. Able to influence direct reports, leadership staff, internal staff, and customers to ensure alignment and agreement to keep moving forward with high agreement.
7. Operates in a way that never compromises the ethics, integrity, or reputation of Burger Boat Company.



PHYSICAL REQUIREMENTS:

1. Work is expected both in office and manufacturing plant environments. Work is generally on weekdays between 8 am and 4 pm; however, a flexible workday schedule with occasional weekend meetings or work is expected.
2. Work from home is unique and will only be permitted as agreed upon, should a need arise.
3. Travel up to 10% as needed.

GENERAL STATEMENT:

This description is a general statement of required primary duties and responsibilities performed regularly and continuously. It does not exclude other duties as assigned.