

Position: Engineering Lead

Company: Stan's Performance Products

To Apply: Email jobs@notubes.com with the subject line "Engineering Lead - Last Name, First Name"

**Are you a dynamic, experienced Engineering Lead looking for your next opportunity to shine?
Challenge accepted.**

Are you a strategic achiever with a passion for mentoring team members and a knack for delivering retail products and managing engineering projects? If you are a detail-oriented leader who feels as comfortable with the details as the big picture, you could be our next **Engineering Lead** bringing great parts and accessories to the bicycle market. We are on an exciting journey to grow our small team and are looking for fellow talented team members to join us in bringing our core values to life. We offer a friendly, collaborative environment, people-first culture, innovative products, and an unsurpassed opportunity to learn, grow and thrive!

Serving in a business-critical management role, you'll deliver retail products, manage engineering projects, and develop a team of engineers – all vital to our continued growth and success. We appreciate and respect our employees and provide an exciting landscape to make a valued contribution, connect with customers, and directly impact our business. Take the opportunity to bolster your exceptional project management prowess and help team members succeed while designing a career you love.

Ready to join or take your next step in the bicycle industry? See what it takes in the job details outlined below.

CORE ATTRIBUTES

What You Bring to The Table

- *Communicator* - A savvy communicator, your written and verbal skills are top-notch
- *Motivated* - "Efficiency" is your middle name. You are results-driven, determined, and passionate about problem-solving. You are always a step ahead
- *Curious learner* - You ask questions, uncover insights, and dig deeper to understand better what is needed and how to make it better
- *Detail-driven* - You embrace timelines, keep within budgets, say please, and thank you, and can wrangle internal teams with the greatest of ease
- *Collaborator* - You understand optimized team dynamics and know precisely how to drive performance and resulting excellence
- *Expert* - You are steeped in the best engineering project management processes and procedures and have the pulse on the latest innovations, materials, and manufacturing techniques in the bicycle market
- *Flexible* - The calm in the storm. You are poised, professional, and exceptionally nimble – with the ability to pivot at a moment's notice without missing a beat

RESPONSIBILITIES

What You Can Expect Day-to-Day

Providing vital mentorship and supervision on engineering projects, the following are the core tasks of the Engineering Lead:

- Lead and manage engineering projects from concept to production
- Collaborate with fellow engineers, product managers, and vendors to develop innovative products
- Research materials, manufacturing techniques, and competitors
- Ensure compliance with regulatory requirements and company policies
- Manage and mentor engineering team members, assign workloads, and provide coaching
- Develop project schedules, manage resources, and report project status
- Collaborate with the Operations department to improve production processes and troubleshoot issues
- Participate in the product development team and provide necessary information/testing for product qualification
- Analyze and formulate solutions to complex engineering-related problems
- Manage patent research
- Maintain awareness of market expectations and requirements
- Drive continuous improvement in processes, product designs, and manufacturing techniques

REQUIREMENTS

What it Takes

The best Engineering Lead is an experienced, industry-savvy leader dedicated to seamless, innovative project processes and the team they serve.

Minimum Required:

Reporting to the Director of Product Management this role is on-site in State College, PA with hybrid opportunities following onboarding period. The target salary range is \$80,000 - \$95,000

- Bachelor of Science in Mechanical Engineering
- 7+ yrs. of experience in mechanical design
- Proven ability to deliver projects on time, lead a team, and develop talent
- Strong understanding of the bike market and the latest materials/manufacturing techniques
- 3D modeling experience and FEA (Solidworks preferred)
- Procedure and policy development, value engineering, and regulatory compliance experience
- Able to manage multiple projects and work closely within a team
- Excellent interpersonal and communication skills
- Leadership experience managing engineering teams, vendors, and university research projects
- Familiarity with patent research, license management, and competitor analysis
- Project management skills with the ability to keep projects on schedule and within budget
- Hands-on experience in product development, outdoor industry experience preferred
- Strong organizational, time-management, and leadership skills
- Continuous improvement mindset with a passion for engineering and new product development
- Self-motivated and results-driven

BENEFITS

- Healthcare; Medical, Dental and Vision Insurance Coverage
- Retirement; Traditional and Roth 401(k) with employer contribution
- Profit Sharing Plan
- Paid Time Off; Holidays, Vacation and Sick time
- Outdoor industry employee purchase programs

OUR COMPANY

Our commitment to You

Your success is our success. At Stan's, real support means more than standing behind our products. It means supporting those who use those products and the trails and causes that matter to them. We value our employees and are committed to their success and growth. We are committed to our team, customers, and community. If you are a dynamic, detailed leader with a talent for turning good ideas into great products looking for a rewarding and fulfilling opportunity, let's connect. Apply today.

We are committed to employing a diverse workforce. Qualified applicants will receive consideration regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.

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