

Reliability Engineer

Job Description

Job Summary:

Under the general direction of the Maintenance Manager, the Reliability Engineer oversees and coordinates the work of employees to identify and manage asset reliability risks that could adversely affect plant or business operations. The purpose of this position is to track the chronic losses and abnormally high maintenance cost assets, then find ways to avoid the recurrence of those losses or high costs. These losses are prioritized to focus efforts on the largest/most critical opportunities. The Reliability Engineer (in full partnership with reliability coordinator and maintenance engineers) develops a plan to eliminate or reduce the losses through root cause analysis.

Job Functions:

- Provides maintenance support to all aspects of the manufacturing process in accordance with Good Manufacturing Practices (GMP), and all internal operating procedures.
- Direct supervision of the preventive maintenance team including Reliability Coordinator and technicians.
- Implement, maintain, support and provide training for CMMS (computerized maintenance management software), currently implemented based on Dynamics 365 / Dynaway
- Improves the performance of assets by using effective preventative maintenance, timely problem solving, equipment improvements, and training of production/maintenance personnel as needed.
- Develop and/or improve current methodologies and work practices as they relate to Preventative and Predictive Maintenance as time-based maintenance and condition based maintenance (vibration – ultrasonic, IR (thermographic), oil analysis.
- Review data and information using basic statistical tools to transition time-based maintenance into condition-based maintenance
- Implements measures to baseline maintenance performance and then improvement targets as they relate to cost, quality, downtime, etc.
- Utilize and improve the equipment risk assessment techniques so that prioritization can be given to all resources and how they are managed
- Focus on safe, efficient, reliable maintenance and operation of equipment to ensure the production of quality products.
- Monitor and improves the MTBF and MTTR to reduce the probability of failure
- Supports and coordinates outside services when needed to support the efforts of the preventive maintenance program
- Provides support to the maintenance department to maintain a culture of collaboration, continuous improvement, safety, and strives to develop a high-performing maintenance team.
- Work with Purchasing Manager, Process Engineers, and Maintenance engineers to identify a critical spare parts inventory that optimizes the business needs of the plant with cost outlay.
- Collaborate in the evaluation of projects executing the IQ (Installation qualification protocol) to establish a documented evidence for correct installation after a project implementation, machine modification that affects the safety of people or quality.
- Helps support evaluation of ongoing service contracts.
- Supports or Leads projects as needed.
- Promotes knowledge and implementation of OLA, TPM, SMED, and other lean/six sigma/continuous improvement tools.



- Work with Process/Project Engineers to implement standard methods for work instructions, return to service protocols and equipment risk profiles.
- Work with vendors to source parts and to substitute OEM parts with more economical options, designing and testing improved parts.
- Work with the operations department to facilitate a teamwork approach, combining the expertise and manpower of both departments for the good of the company
- Meets local, state, and federal regulatory requirements relevant to Production lines and Engineering areas of responsibilities.
- Actively participates in all Environmental, Health, and Safety aspects of the plant and ensures all safety procedures and programs are effectively being followed.
- All other duties as assigned

Behavioral Competencies:

- Demonstrated familiarity with manufacturing processes or equipment preferably of polymer industry
- Demonstrated ability to motivate, coach and train others; effective Communication skills
- Problem solving/troubleshooting skills
- Statistical Analysis skills with the ability to establish and audit against goals
- Self-motivated and able to work with a minimal amount of daily supervision
- Thorough knowledge of the occupation hazards and corresponding safety precautions necessary for the safe performance of assigned duties.
- Familiar with air and water pollution control technology and federal, state and community regulatory agency workings
- Willing and able to work flexible hours including rotating shifts as needed

Technical Competencies:

- Computer ERP
- Microsoft office proficient
- Possess human resource skills to relate effectively with people of diverse background.

Educational Requirements:

- High school diploma or GED
- Associates Degree in Mechatronics or Engineering Field preferred
- Minimum of 3 years of manufacturing experience
- Minimum of 3 years of leadership experience required

Fitesa Benefits:

- Paid vacation
- 9 paid holidays plus 2 floating holidays
- 7% 401(K) paid by the company – up to 4% dollar for dollar match + additional 3% company contribution
- No waiting period for medical, vision, and dental benefits