

## LEAD ENGINEER 1

In 1985, Mike and Kim Crabb founded Diamond C with a small team and a big dream. Over the years, the company has grown significantly, now employing over 900 team members. Diamond C remains a family-owned and operated business, with a strong emphasis on our foundational “Do Work, Love Strong” culture, which is based in Mt. Pleasant, TX.

We are unwavering in our commitment to more – more process improvements, more sustainable manufacturing, and more opportunities for our team. Our purpose is to fuel the growth and success of our team members, customers, and community. We're dedicated to being a positive force for change and using our expertise to make a meaningful impact on our community abroad. This role is located in Mount Pleasant, TX 75455

### **Purpose:**

As Lead Engineer 1, you are responsible for designing, developing, and testing mechanical systems and products. Contribute to the success of our projects, ensuring they meet high standards of quality and efficiency. Collaborating with cross-functional teams, playing a key role in the product development process. Attention to detail, problem-solving skills, and a strong engineering principles and leadership foundation are essential for success in this position. The role will build effective relationships with leaders across the Operations, Engineering, and IT functions and have a strong focus on our foundational “Do Work, Love Strong” culture.

### **Responsibilities:**

- Lead a team of engineers providing guidance, mentorship, and technical expertise.
- Oversee multiple projects and ensure success.
- Responsible for the Engineering bill of material (E-BOM).
- Assists in the cost analysis review by providing material, labor, and overhead estimated costs incurred in the production or assembly of parts, sub-assemblies, and finished products.
- Conceptualize, design, and develop mechanical systems, components, and products from initial concept to final production.
- Conduct feasibility studies, risk assessments, and cost analyses to inform design decisions.
- Utilize CAD software to create detailed design drawings, specifications, and documentation.
- Oversee prototype fabrication, testing, and validation activities, ensuring compliance with industry standards, regulations, safety standards, and quality company policies
- Identify and implement continuous improvement initiatives to optimize product performance, reliability, and manufacturability.
- Provide technical support to manufacturing, sourcing, and quality assurance teams during production ramp-up and troubleshooting efforts.
- Stay current with industry trends, emerging technologies, and best practices in engineering.
- Collaborates with the Product Design, Sales, Production, Quality and Supply Chain teams on Product Lifecycle Management of sub-assemblies and parts.
- Supports the phase-in & phase-out process.
- Collaborates with production and product design team members to ensure Diamond C documentation matches the real-world configuration of trailer designs on the assembly line.

# OFFICE POSITION



## **Qualifications:**

- Bachelor's degree in Mechanical Engineering or related field;
- +4 years of experience in mechanical engineering roles, with a proven track record of leading successful projects from concept to production.
- Proficiency in CAD software (e.g., SolidWorks - preferred, Creo, Inventor) and other engineering tools.
- Strong analytical skills with the ability to solve complex problems and make data-driven decisions.
- Excellent communication skills, with the ability to effectively collaborate with cross-functional teams and stakeholders.
- Leadership skills (experience is welcome), with a demonstrated ability to motivate and inspire team members.
- Knowledge of industry standards, regulations, and best mechanical design and manufacturing practices.
- Experience in the trailer industry is preferred.

## **Benefits:**

- Medical
- Dental
- Vision
- Long and Short Term Disability
- Employer Paid 25K Life Insurance
- Other Supplemental Policies
- Physical Wellness Program
- Paid Maternal/Paternal Leave
- Tuition Reimbursement Program
- 401(k) & Company Match
- Scholarship

We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.