

Callaway Golf Ball Operations, Inc.
Department 72121 GB Process Engineer
Manufacturing Engineer

Labor Grd: Off-08
Reports To: Kevin Sigismondo
Job Status: Perm FT
Req'd: 1
Hours: 8:00 AM to 5:00 PM

Salaried Job Opening:

General Responsibilities: The primary function is to provide All Manufacturing Departments with the technical assistance required to eliminated safety, quality, productivity and standard cost problems in the manufacturing process. The secondary function is to: Optimize processes using Six Sigma and Lean techniques. Assist in transitioning of new products and processes from the Research and Development group to the Manufacturing group. Lead and participate in manufacturing improvement initiatives. The Manufacturing Engineer is expected to elevate the technical competence of the technicians in the department. Lastly, review, modify and implement manufacturing instructions.

Specific Responsibilities: Troubleshoot the golf ball manufacturing process. Look for opportunities and ways of improving the existing process and equipment. Conduct pilots and feasibility studies for existing and new processes. Work effectively and professionally with all levels of employees. Provide excellent communication written and verbally to all levels of manufacturing. Establish and maintain manufacturing instructions. Be a project leader with a group of peers. Design and draw required components needed for projects. Train production personnel on new, or modified manufacturing operations as required. Lead Kaizen Events and Continuous Improvement Projects. **Supervisory Responsibilities:** In the Training Function, the Manufacturing Engineer will direct the operators/technicians being trained. Lead and direct assistant engineers.

Standards of Performance: Completion of tasks assigned in a timely manner and by the date due. High level of problem solving and troubleshooting skills. Ability to well manage multiple projects. Solve production process problems, and bringing a process back into conformance with Six Sigma methods.#Critique and provide new ideas to improve manufacturing processes. Ability to work with little supervision. **Qualification Requirements:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representation of the knowledge, skill, and/or ability required. Accommodations may be made to enable individuals to learn skills required to perform the essential functions.

Education and/Experience:

Bachelor's Degree in one or more of the following:
Mechanical Engineering, Electro- Mechanical Engineering, Chemical Engineering, and Industrial Engineering. 2-4 years experience as a Mechanical Engineering and or Manufacturing Processes based in technical support. **General Skills:** Strong mechanical aptitude. Strong problem solving / troubleshooting skills. Strong Project Skills. Six Sigma knowledge. Lean knowledge. Organizational skills. **Computer Skills:** Skilled in the use of Microsoft Excel, Word, or Project Manager. Auto CAD Layout and Machine Design

Experience Preferred but not required. Minitab preferred but not required. Microsoft Visio. Microsoft Access. Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Interested employees should contact either Sandy Mainville or Bob Bourdeau in HR no later than 11/2/2007.

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Callaway Golf Ball Operations, Inc. accommodations may be made to enable individuals with disabilities to perform the essential functions. Work Environment: The only peculiarity of the work environment for this position is, due to the nature of the job, possible exposure to blood borne pathogens. The surrounding environment, however, is what would be considered normal and usual for a typical, climate controlled office environment.

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