

# **J. G. Boswell Company**

## California Operations

### *Shop Engineering Manager*

**Department:** Paul Athorp Shop  
**Reports To:** Shop Manager  
**Location:** Corcoran Ranching  
**FLSA Status:** Salaried - Exempt

#### **SUMMARY**

This position exists to support overall shop & ranching operations and activities. This includes but is not limited to weld procedure development and qualification, small and large scale welding & fabrication projects, in-house technical assistance and training. Individual will manage all engineering projects and maintenance requirements as needed, for the entire Paul Athorp Shop.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:** include the following. Other duties may be assigned.

- Oversee welding shop and equipment facilities managers and their supervision of 40 plus employees including welders, implement mechanics and heavy truck and crane operators.
- Develop maintenance procedures & programs for the major classes of equipment the welding shop is responsible for.
- Develop and track annual scheduling calendar for major classes of equipment the welding shop is responsible for.
- Assist welders with quality control, design and layout of many types of welding repairs and fabrication projects.
- Assist machinists with quality control and layout of many types of machining projects with manual lathes and milling machine.
- Assist implement mechanics with troubleshooting and repairs of mechanical drive systems, hydraulic systems and other systems on a wide array of agricultural machines.
- Assist truck and crane operators with issues associated with safe efficient operation of their equipment.
- Assist with implement mechanics with GPS and Raven injection systems installation and maintenance.
- Take the lead on all engineering/design activities at the Paul Athorp Shop.
- Drive to the field and work independently to do many of the above tasks.
- Work between 45 and 60 hours per week and possibly 12 days on 2 days off as needed to support shop and field operations.

## **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Education and/or Experience**

- ASM or BRAE degree or equivalent.
- Must be proficient with AutoCAD and Solidworks.
- Must have a thorough understanding of proper layout and weld design for complex fabrication projects.
- Demonstrated knowledge of industrial agricultural equipment and processes.

### **Licenses, Certificates**

- Valid current California Drivers' license, with less than two points, required before hire and continuously while employed.

### **Language and Communication Skills**

- Be able to read, write and speak in English; knowledge of Spanish is desired.
- Be able to read and interpret documents such as safety and other government regulations, operating and maintenance manuals, hydraulic and electrical schematics and dimensioned technical drawings.
- Be able to take verbal and written direction from supervisors and effectively communicate back.
- Be able to deliver effective verbal and written directions to subordinates.
- Be able to complete detailed reports and other technical and financial documents for management and others.

### **Other Skills**

- Be able to work as part of a team and independently.
- Be able to work well with supervisors, coworkers and subordinates.
- Be observant, organized, and detail oriented.
- Must function well in a fast-paced environment.
- Must have desire and ability to learn.

- Must work in a safe manner following all rules, guidelines and company policies.
- Must report to work in a timely manner ready, willing and able to perform the essential duties.

**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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The employee is required to be able to perform physical activities that require the use of arms, legs, whole body, such as climbing, crouching, bending, lifting and pushing.
- The employee is required to frequently stand, walk, bend and twist at the neck/waist. They must also be able to repetitively use their hands including simple/power grasping and fine manipulation including reaching above/below their shoulders.
- The employee must be able to occasionally sit, squat, climb, kneel and crawl.
- The employee must be able to occasionally lift and carry up to 75 pounds.

**Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts; fumes or airborne particles; and toxic or caustic chemicals.
- The noise level in the work environment can be medium to loud.
- Expect an average number of hours per year to be approximately 2,400.

**PHYSICAL JOB DUTIES\***

<b>POSITION TITLE: Auto Mechanic</b>			
<b>ACTIVITY (HOURS PER DAY)</b>	<b>NEVER 0 HOURS</b>	<b>OCCASIONALLY UP TO 5 HOURS</b>	<b>FREQUENTLY 5-10+ HOURS</b>
Sitting		X	
Walking			X
Standing			X
Bending (neck)			X
Bending (waist)			X
Squatting		X	
Climbing		X	
Kneeling		X	
Crawling		X	
Twisting (neck)			X
Twisting (waist)			X
Is repetitive use of hands			X

required?			
Simple Grasping (Hands)			X
Power Grasping (Hands)			X
Fine manipulation (Hands)			X
Pushing & Pulling (Arms)			X
Reaching (Above shoulder level)			X
Reaching (Below shoulder level)			X

\*During certain times of the year we require hours in excess of normal shift. Employee is expected to work as long as it takes to finish the job.

	LIFTING			CARRYING		
Weight (lbs)	NEVER <i>0 HOURS</i>	OCCASIONALLY <i>UP TO 5 HOURS</i>	FREQUENTLY <i>5-10 HOURS</i>	NEVER <i>0 HOURS</i>	OCCASIONALLY <i>UP TO 5 HOURS</i>	FREQUENTLY <i>5-10 HOURS</i>
0-10		X			X	
11-25		X			X	
26-50		X			X	
51-75		X			X	
76-100	X			X		