

**JOB TITLE:** R&D Applications Engineer

**EMPLOYER:** Adam Spence, a Spectrum Plastics Group Company

**DEPARTMENT:** Sales/R&D

**REPORTS TO:** Steve Maxson

**EFFECTIVE DATE:** 9/24/2018

**SUMMARY:** Performs design and product development duties in the R&D department on medical device delivery systems

**DUTIES AND RESPONSIBILITIES:**

- Work collaboratively with Sales and R&D team members on development projects
- Actively participate in technical review meetings to identify creative solutions to customer challenges
- Build prototypes in a laboratory environment
- Manage relationships with key technology partners
- Assist with identifying and selecting outside suppliers of catheter materials and components
- Confirm that designs meet functional and mechanical requirements through the hands-on use of laboratory testing equipment
- Work with Engineering and Manufacturing to ensure that products are designed for manufacturing and commercialization
- Customer interaction
- Performs other related duties as assigned by management.

**SUPERVISORY RESPONSIBILITIES:**

- This job has no supervisory responsibilities.
- Indirectly supervises **2** employees within the R&D/Engineering department(s).
- Responsibilities include interviewing, planning, assigning, addressing complaints and resolving problems.

**QUALIFICATIONS:**

- Bachelor's Degree (BA) in Engineering or technical field from a four-year college or university
- Advanced degree or MBA preferred
- Minimum of 5 years experience developing and manufacturing reinforced catheters and medical device delivery systems
- Knowledge of extrusion, molding, thermal processing, braiding and coiling
- Working knowledge of materials associated with reinforced catheters such as polymers (nylons, polyethylene, TPU, PEEK, Pebax, PTFE, PI, etc.) and metals (stainless steel, tungsten, nitinol, etc.).
- Ability to clearly communicate ideas and information (oral and written) both to co-workers, technology providers and customers
- Experience with ISO13485:2016 and design controls
- Availability to travel up to 10%

## COMPETENCIES:

- **Diversity** - Demonstrates knowledge of EEO policy; Shows respect and sensitivity for cultural differences; Educates others on the value of diversity; Promotes a harassment-free environment; Builds a diverse workforce.
- **Ethics** - Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- **Analytical** - Synthesizes complex or diverse information; Collects and researches data; Uses intuition and experience to complement data; Designs work flows and procedures.
- **Design** - Generates creative solutions; Translates concepts and information into images; Uses feedback to modify designs; Applies design principles; Demonstrates attention to detail.
- **Innovation** - Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.
- **Teamwork** - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.
- **Technical Skills** - Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

## PHYSICAL DEMANDS AND WORK ENVIRONMENT:

- Frequently required to stand
- Frequently required to walk
- Frequently required to sit
- Frequently required to utilize hand and finger dexterity
- Occasionally required to climb, balance, bend, stoop, kneel or crawl
- Continually required to talk or hear
- Frequently work near moving mechanical parts
- Occasionally work around fumes and airborne particles
- Occasionally exposure to outside weather conditions
- While performing the duties of this job, the noise level in the work environment is usually moderate
- The employee must occasionally lift and /or move more than 25 pounds

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*The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*