



Job Title: Mechanical Engineering Manager
Department: Engineering
Sub Department: Mechanical Engineering
Immediate Supervisor: Engineering Manager
Status: Exempt, Full-Time
Location: Meridian, ID, Work-Site Location

JOB SUMMARY

Leads and develops the mechanical engineering team to deliver high-quality results in mechanical and plumbing designs, fabrication drawings, manufacturing instructions, and comprehensive bill of materials for custom precision cleaning and wet processing tools for worldwide applications. Owns engineering execution, resource planning, and design standards to ensure projects meet cost, schedule, and performance targets.

DUTIES & RESPONSIBILITIES

- Leads and approves mechanical and automation system designs, including plumbing and tank systems, ensuring compliance with engineering standards and customer requirements
- Develops, reviews, and approves system specifications based on technical feasibility, cost, and performance requirements
- Provides timely feedback on manufacturing questions and requests for information;
- Leads resolution of manufacturing issues by driving design corrections, updating documentation, and ensuring root cause closure; verifies products are built to specifications and resolves discrepancies by updating drawings, routers, and BOMs to ensure full resolution
- Oversees development and accuracy of bills of materials, routers, and manufacturing instructions
- Owns engineering execution to ensure deliverables meet project scope, schedule, and cost targets
- Leads continuous improvement initiatives focused on design efficiency, manufacturability, cost reduction, and product quality
- Partners with Electrical, Controls, Manufacturing, and Project Management teams to ensure full system integration and successful project execution
- Leads and develops Mechanical Engineering team to achieve efficient and timely results; coordinates activities and designs with cross-functional engineering teams and communicates design constraints to drive solutions
- Directly manages Mechanical Engineering staff, including hiring, performance evaluations, coaching, and disciplinary actions
- Establishes team priorities, allocates resources, and ensures alignment with project and company objectives
- Develops team capabilities through mentoring, training, and succession planning
- Drives accountability for engineering deliverables, quality, and timelines



- Provides engineering direction and validation for project quoting and estimating, including design concepts and component selection
- Exercises independent judgment in technical decision-making, resource allocation, and project execution
- Has authority to make personnel recommendations, including hiring, promotions, and disciplinary actions
- Directly supervises engineering staff and is accountable for team performance and results
- Responsible for other duties and task as assigned and, in some circumstances, may be completely unrelated to this position

JOB REQUIREMENTS, SKILLS, AND EXPERIENCES

MINIMUM REQUIREMENTS

- Bachelor's Degree in Mechanical or Industrial/Manufacturing Engineering
- Three years of experience as a Mechanical Engineer
- Knowledgeable and competent with 3D modeling in SolidWorks
- Knowledgeable of 2D manufacturing drawings and details necessary for fabrication
- Knowledgeable of manufacturing processes and best practices
- Ability to read and understand electrical and plumbing schematics from a variety of sources and manufacturers
- Ability to clearly communicate written and verbal information to individuals and groups
- Ability to work effectively within a project team environment
- Physical Requirements: Able to safely lift, carry, push and pull objects up to 50lbs, Able to sit for the duration of shift, Able to climb, balance, stoop, kneel, crouch, and reach with hands and arms
- Digital Tool Requirements: Proficiency in SolidWorks required; experience with AutoCAD, DraftSight
- Driver's License

PREFERRED REQUIREMENTS

- Education/Experience: Mechanical Engineering experience in a large equipment manufacturing environment and/or semiconductor industry
- Digital Tool Requirements: AutoCAD, DraftSight, or similar 2-CAD software

TRANSFERABLE EXPERIENCES

- Mechanical Engineer
- Manufacturing Engineer
- Design Engineer
- Project Engineer
- Technical Sales Engineer
- Industrial Systems Engineer
- Field Service Engineer



- CAD Designer / Mechanical Designer

EMPLOYEE EXPECTATIONS

Employees are expected to support the Company's values by demonstrating *integrity, simplicity, trust, respect, and shared risk* as well as by contributing at optimum levels toward the success of the company.

- *INTEGRITY* - We consistently operate at the highest ethical and moral standards
- *SIMPLICITY* - Our 80/20 Front-to-Back Process helps us think and act simply – it creates an intense focus on our most profitable products and customers
- *TRUST* - We trust our people to operate with their best efforts and in the best interests of the company
- *RESPECT* - We treat everyone as we expect to be treated and value the diversity of perspectives, backgrounds, and experiences of all colleagues
- *SHARED RISK* - We celebrate our successes together and take responsibility for our mistakes and challenges as a team

COMPANY SUMMARY

JST is an industry leader, dedicated to providing state-of-the-art wet processing, drying, and chemical management tools for applications in semiconductors, electronics, flat panel displays, optoelectronics, medical devices, and other industries where cleanliness is critical.

COMPANY BENEFITS AVAILABLE

Medical / Dental / Vision | 401(k) Matching | Life Insurance | Company Paid Short-Term and Long-Term Disability | Paid Bereavement Leave | Paid Parental Leave | Paid Time Off | Holiday Pay | Referral Program | Tuition Reimbursement | Competitive Pay BOE | Remote Work Flexibility (if applicable) | Possible Relocation Assistance Available (if applicable) | Sick-Pay (Oregon and California Only)

APPLICATION PROCESS

You can apply for this position on [our website](#). Employment applications and resumes are also accepted through the following venues:

(1) In-person: 4040 East Lanark Street, STE 100, Meridian, ID 83642

(2) Email: hr@jstmfg.com

Important Notes:

- JST is an AA/EEO employer
- Applicants must be authorized to work for ANY employer in the U.S.
- We are unable to sponsor or take over sponsorship of an employment Visa at this time