



MCCALLA, AL

Lead Engineer, Controls

Pay Rate: \$110,000 - \$140,000 annually

Date Posted: Monday, January 19, 2026

Deadline: We will continue to receive applications until we fill the position, but **priority** will be given to candidates who submit their application by **Monday, February 2, 2026**.

Organization: Confidential (information will be provided once the candidate reaches the final interview)

Our Client

They are a **Fortune 500 CPG industry leader** with a **500-employee production facility**, offering a well-established manufacturing environment backed by the resources and stability of a global enterprise.

The Ideal Candidate

We are looking for a **Lead Controls Engineer** with a **Bachelor's degree in Engineering** (Electrical preferred) and **5+ years of controls experience**, ideally in **food or pharmaceutical manufacturing**. They bring strong expertise in plant electrical power and process control systems, including **Allen Bradley PLCs and Rockwell FactoryTalk**, and have experience supporting capital projects, system reliability, and automation improvements.

This individual is a hands-on technical leader who understands **NFPA and OSHA requirements**, works closely with operations and engineering, and is committed to developing technicians while driving safe, reliable manufacturing performance.

The Role

As a **Lead Controls Engineer**, you will be responsible for the the reliability, safety, and performance of the plant's electrical power and process control systems. You will lead system design, equipment standards, maintenance, and troubleshooting to meet or exceed plant reliability goals. In this position, you will drive system optimization, ensure compliance and personnel safety, and develop technician capability through coaching and skill advancement—directly supporting operational excellence and long-term plant performance.

Key Responsibilities:

- Assists primary administrator and troubleshooter for plant power and control systems and is a key member of plant technical leadership
- Provides input to the Engineering Projects Manager to develop and manage power and control standards, and ensure application of the standards on all projects and upgrades
- Leads the execution of the site masterplan for power and controls systems to include understanding of the installed base, and replacement plan for obsolete equipment/technologies
- Builds and maintains a sustainable system for plant Electrical & Instrumentation (E&I) technicians; coaches technicians on skill assessment and development of operating within the department
- Manages Electrical & Instrumentation (E&I) technicians and daily direction setting
- Knows, communicates, and ensures technician compliance to local and national regulator codes (NFPA 70, NFPA 70e, NFPA 79 and OSHA 1910); responsible for ensuring equipment and safe practice compliance in their area of responsibility
- Responsible for validation of the MES data from PLCs; supports plant Process Engineers in conditioning PLC data to accommodate effective data analysis including application development
- Provides support in the design and implementation of machine control and process automation applications, such as control strategies, HMI design, MES applications and KPI development
- Works with engineering and operations to identify losses, and develop plans and strategies to eliminate them, in the areas of safety, quality, reliability and cost
- Owns parts or whole Key Elements for systems related to power and control system such as electrical safety (LOTO, Electrical PPE, Energized work permits, low voltage qualification, etc.) and Quality/CCP compliance (check-weighers, metal detectors, vision systems, ingredient flows, temperatures, etc.)
- Works closely with engineering and operations leaders on selection and installation/start-up of new equipment. Becomes the technical expert on new equipment and ensures the training of others regarding control systems
- Provides power and controls engineering support on capital initiatives
- Provides support throughout other parts of the plant as needed on a daily basis
- Learns and applies control, simulation, and process modeling technologies to analyze and improve overall process and packaging operations

Summary of Requirements**Education and Experience:**

- Bachelor's Degree in Engineering and 5 years of relevant controls experience are required
- Electrical engineering degree, Manufacturing experience, And Mechanical and electrical experience in food manufacturing are preferred

Others:

- Ability to work and manage within a team environment

- Strong knowledge of machine and/or process control hardware, instrumentation and software including Allen Bradley PLC and Rockwell FactoryTalk platforms
- Working knowledge of NFPA and OSHA guidelines related to electrical equipment and practices
- Proficiency in plant historian
- Understanding of technical systems and terminology
- Experience learning and integrating new technologies
- Experience leading the installation of equipment in food manufacturing environment
- Demonstrated results in manufacturing maintenance utilizing maintenance systems
- Experience with plant systems software
- Self-motivated and able to motivate others
- Strong organizational, critical thinking, and problem-solving skills
- Effective presentation, verbal, and written communication skills
- Proficient in Microsoft Suite applications
- Excellent interpersonal skills
- Willingness to work off-shifts or weekends as needed, as well as to take off-shift support calls as needed
- Experience leading, teaching or managing others effectively
- Some travel required

Physical Requirements:

- Able to perform moderate activity including but not limited to, significant time spent on manufacturing floor and some physical work on equipment

Additional Information

- This position pay for relocation expenses
- Employees are eligible for a full benefits package
- No direct reports
- Potential bonus structure up to 12%

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