



INDIANAPOLIS, IN

Senior Manufacturing Engineer, Plastics (Associate's or Bachelor's)

Pay Rate: \$71,700 - \$79,000 annually

Date Posted: Monday, January 5, 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, January 19, 2026**.

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

Our Client

They are an **established manufacturing and technology company** with deep Midwest roots and decades of industry experience. Operating North American-based manufacturing facilities, they **design and produce plastic environmental enclosures for critical network infrastructure**, supporting communications and power distribution applications. **Serving telecommunications, wireless, broadband, utility, and industrial markets worldwide**, the organization has achieved steady growth through strong in-house engineering and manufacturing expertise, as well as a history of strategic acquisitions—creating a **stable, forward-looking environment for professionals who value innovation, quality, and long-term impact**.

The Ideal Candidate

We are looking for a technically strong and detail-oriented manufacturing professional with **expertise in plastics manufacturing**, including injection molding, extrusion, and related processes. The ideal candidate is **proficient in CAD** for tooling and fixture design, familiar with quality standards such as **ISO and ASTM**, and brings strong analytical, organizational, and prioritization skills.

Project management experience is a plus. Excellent verbal and written communication, along with strong listening, negotiation, and presentation skills, are essential for success in this role.

The Role

As a **Manufacturing Engineer**, you will be responsible for designing, developing, and optimizing manufacturing processes and systems at the manufacturing facility to ensure efficient production, product quality, and cost-effectiveness. You will play a **vital role in the production of high-quality plastic products**. This position requires a **strong understanding of manufacturing processes, materials, and quality control principles**, along with the **ability to collaborate across various departments** to achieve production goals and drive continuous improvement.

Key Responsibilities:

- Develop, improve, and optimize manufacturing processes in the plant, including extrusion, injection molding, assembly, and packaging
- Conduct process validation and verification activities to ensure consistent product quality and adherence to industry standards
- Work with product management and product design engineers on new product design or design changes to improve manufacturability
- Perform continuous improvement and cost reduction activities on products produced, including identification of potential design changes and/or process improvements to enhance production efficiency, reduce waste, and minimize defects
- Collaborate with tooling and equipment designers to create tooling, equipment, or fixtures (including molds, dies, and other manufacturing tools) that meet product specifications and performance requirements
- Evaluate product and tooling designs for manufacturability, cost-effectiveness, and ease of maintenance
- Create work instructions (set-up and operation) for new equipment and assist in training
- Develop recommended preventive maintenance schedules for new equipment
- Develop and implement quality control procedures to monitor and ensure product consistency and compliance with regulatory standards
- Collaborate with quality assurance teams to address any deviations, defects, or non-conformities in the manufacturing process
- Develop project plans, timelines, and budgets, and ensure timely completion of milestones
- Identify potential manufacturing risks and develop strategies to mitigate them, ensuring consistent production and product quality
- Perform failure analysis and root cause investigations to address any production-related issues
- Assist in other duties as required

Summary of Requirements

Skills/Abilities:

- Excellent verbal and written communication skills
- Ability to prioritize work and adhere to strict deadlines
- Excellent analytical and organizational skills
- Excellent listening, negotiation, and presentation skills

Education and Experience:

- Associate's degree required
- A bachelor's degree in engineering, plastics engineering, or a related field is preferred
- Minimum of 3 years of engineering or manufacturing experience, preferably with a background in manufacturing plastic products
- An equivalent combination of education and experience will be considered in lieu of a degree

- Strong knowledge of plastics manufacturing processes, including injection molding, extrusion, and related technologies
- Proficiency in CAD software for tooling and fixture design
- Familiarity with quality control methodologies and relevant standards (ISO, ASTM, etc.)
- Project Management experience is a plus
- Knowledge of Microsoft Office (Word, Excel, and PowerPoint)

Physical Requirements:

The physical demands described are representative of those that an employee must successfully perform. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

- Employees are regularly required to stand, walk, use their hands to touch, handle, and feel objects, and use tools or controls. The employee is occasionally required to sit, reach with hands and arms, stoop, kneel, crouch, bend, and twist. Push and Pull carts and pallet jacks, loaded or empty.
- Employees must regularly lift and/or move up to 35 pounds. Weight rule: 35 lbs. and under can be lifted alone; 35 - 50 lbs. can be lifted by one person if they feel comfortable doing so; 50 lbs. or more requires the employee to get assistance or use a lifting device (i.e. pallet jack, forklift, scissor table, buddy system).
- Vision abilities required are close, peripheral, and depth. Must have the ability to recognize color.

Additional Information

- This position does not include supervisory responsibilities.
- The work environment characteristics described are representative of those an employee encounters while performing the essential job functions.
 - Employees regularly work near moving, vibrating, mechanical equipment, occasionally exposed to fumes or airborne particles. Exposed to minimal risk of electrical shock.
 - The noise level is moderate.
- Employees are eligible for a full benefits package.

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All applicants applying for U.S. job openings must be legally authorized to work in the United States. GHR is an Equal Opportunity Employer.