

Job Title: Senior Project Engineer

Location: Watertown, SD

Reporting to: Engineering Director/Operations Director

Salary Range: Commensurate with experience

Job Summary:

South Forty is building a leading premium lifestyle brand, combining cabinetry, modular storage systems, rustic furniture, creative designs, and bundled room solutions into a scalable product environment, and we are seeking a **Senior Project Engineer** to join our team!

We are looking for a dependable, hard-working individual that enjoys creating processes and strategic problem solving in a collaborative environment. The primary responsibility of this role will be to analyze current workflows and help design, architect, and scale our manufacturing systems and processes from the ground up. This role will play a key part in impacting the operations of the company from process development to new product planning to quality and optimization.

Qualifications & Skills:

- Bachelor's degree in Engineering (Industrial, Mechanical, Manufacturing, or related field) or 5-10+ years of experience in manufacturing/process engineering
- Experience in wood, metal, cabinetry, furniture, or fabrication environments preferred
- Strong understanding of Lean Manufacturing principles
- Proficiency with CAD software and process mapping tools
- Excellent organizational, communication, and analytical and problem-solving skills
- Experience with ERP/MRP systems
- Familiarity with CNC, welding, powder coating, and assembly-line operations
- Experience scaling production in a fast-growing company

Job Duties:

Process Development & Optimization

- Design, implement, and improve manufacturing processes for cabinetry, furniture, metal fabrication, storage systems, and related product lines
- Analyze production workflows to identify bottlenecks and inefficiencies
- Reduce cycle time, material waste, and labor variability

Production & Quality Improvement

- Develop standardized work instructions and SOPs
- Conduct root cause analysis and implement corrective actions
- Improve yield, reduce rework, and enhance product consistency
- Ensure operations and processes comply with applicable regulations and safety requirements
- Provide hands on production and fulfillment support as needed

New Product Introduction (NPI)

- Collaborate with design and product teams to ensure manufacturability
- Develop production-ready process flows for new SKUs
- Create tooling, fixtures, and equipment recommendations
- Support pilot builds and first production runs

Data & Performance Tracking

- Monitor key operational metrics (scrap rate, throughput, cost per unit)
- Use data to drive measurable improvements
- Prepare reports for leadership outlining cost savings and productivity gains

Equipment & Facility Optimization

- Evaluate and recommend capital equipment investments
- Optimize plant layout for improved workflow and scalability
- Support automation initiatives where appropriate

Why This Role is Different

- You won't inherit legacy systems — you'll design them
- You'll influence facility layout, equipment strategy, automation, and margin structure
- You'll work directly with leadership to scale production profitably
- You'll build the operational foundation for a premium national brand

About South Forty Specialties

South Forty Specialties is a new and exciting designer, manufacturer and retailer of furniture, equipment and creative products intended to bring your specialty spaces to life. We were born from a respect for our South Dakota roots, rustic rebel charm, and our passion to find fun in everyday life.

Here at South Forty, we offer exciting and rewarding opportunities for talented and creative people. If you have ambition, are willing to roll up your sleeves, and want to make an impact with your career, come and join our team. We strive to create a working environment where our employees feel valued, can work to their full potential, and where their achievements are celebrated. We believe the success of our business depends on the success of our people.

South Forty Specialties is an Equal Employment Opportunity (EEO)/Affirmative Action Employer and does not discriminate on the basis of age, race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, protected veteran status, disability or any other legally protected status.

Benefits:

- 401k with company match
- Health insurance
- Dental insurance
- Vision insurance
- Paid time off, holidays and birthdays off
- Open concept work and play environment with social, workout and relaxation space
- Product discounts and wellness incentives
- Parental leave