

Job Title	Compliance Engineer Mid-Senior	Date	8/23/2024
Department	Engineering	Manages Employees	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Reports To	Director of Engineering	FLSA Status (to be completed by HR)	<input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Non-Exempt
Revision	A		

Summary (Main Purpose)

Under the direction of the Director of Engineering, the Compliance Engineer is in a product technical leadership role which supports pre-sales, estimating, engineering, manufacturing and field services by providing commercial and technical product regulatory expertise related to low and medium voltage power distribution equipment, E-houses and control systems. This role will oversee and lead the entire regulatory process with NRTLs, sales product applications, new product development and design standards of electrical control systems for safe, effective, and efficient operation of States Mfg. products and processes while meeting and exceeding company quality and production standards and customer documentation and delivery requirements.

Job Duties and Responsibilities (Essential Functions)

- Ideal candidate will have 5+ years overseeing, leading and designing electrical and mechanical product control systems for LV and MV switchgear assemblies, developing and implementing engineering standards, complying with applicable codes and customer specifications, ensuring workflow remains within schedule and budget requirements within a project management structure.
- Review and interpret customer specifications and sales agreements in comparison with regulatory requirements and provide guidance to management, Application Engineers, and other departments to ensure the delivery of safe and profitable products.
- Provide product improvement suggestions related to regulatory changes, by monitoring existing design compliance and by benchmarking peer products.
- Work with engineering management to provide training, author documentation, procedures and work instructions to mentor and grow the technical compliance competencies of engineering teams.
- Support new product development initiatives by remaining up to date with new industry regulations, technologies and trends.
- Preserve and grow strong relationships with suppliers, manufacturers and vendors.
- Provide presale and aftermarket regulatory commercial and technical support.
- Follow all housekeeping procedures and rules, comply with all quality and safety regulations.
- Collaborate with equipment suppliers and manufacturers to assist with our product development regulatory compliance goals.
- Review mechanical and electrical equipment to ensure compliance to industry practices and standards such as UL.
- Mentor and train mechanical, electrical, controls engineers, designers and manufacturing.
- Perform product compliance reviews and peer checks of the mechanical and electrical elements of a product or design.
- Organize and implement manufacturing and field service feedback ideas for product improvements, lessons learned and opportunities for improving product compliance.

- Assist with new product development compliance by reviewing ideas, evaluating regulatory requirements of new markets and new technologies for implementation and integration in our products.
- Participate in, and advise on, post project reviews.
- Provide product development leadership for low voltage, medium voltage, standard and custom products.
- Ensure the company's technical compliance with applicable laws and regulations.
- Conduct tests and studies into the company's product compliance.
- Produce reports on compliance testing, developments, and processes.
- Institute best-practice procedures for compliance and risk mitigation.
- Explain and define compliance protocols and measures to project teams and relevant authorities.
- Manage complaints and technical issues related to product compliance.
- Develop strategies, implementation plans and advise management on compliance-related matters.
- Proactively monitor the status of business operations to ensure compliance with regulations.
- Local day trip and national travel up to 15% to UL and other NRTL facilities to manage and oversee the physical testing of products.

Required Skills and Experience (*Minimum requirements in terms of educational background, work experience, licenses/certifications or other knowledge, skills, and abilities*).

- BS in Electrical, Mechanical or equivalent engineering discipline.
- 5+ years of engineering and technical leadership experience.
- 3+ years experience working as a compliance engineer.
- Initiate and oversee product development and design compliance to national and global regulations, customer requirements, company standards and product development initiatives for multi-phase and DC switchgear, switchboards, panelboards, LV and MV equipment.
- Support product assembly, manufacturing and testing related to the fulfillment and execution of regulatory compliance.
- Support Application Engineers to define and develop product/project standards.
- Establish and maintain internal, customer, and supplier relationships.
- Proficient with Microsoft Office products, including Outlook, Excel, Word, PowerPoint.
- Design knowledge and experience of switchgear, switchboards, panelboards in accordance with customer's functional requirements.
- Proven history of technical leadership of individuals and teams.
- Working knowledge or familiarity including UL1558, UL1066, UL50, UL508A, CSA 22, IEEE C37.09, IEEE C37.20, NFPA70, NFPA 70E, NFPA79 and other applicable codes and standards related to the industry and products.
- Proficiency in report writing, analysis, and compliance procedures.
- Thorough understanding of regulatory frameworks, understanding complex technical regulatory language and requirements and conveying that information to management, peers and manufacturing leadership.
- Experience with product testing and process analysis.
- Skilled in business operations, project management and collaborating in a multi-disciplined product/project environment.
- The ability to communicate complex ideas verbally and in writing.
- Solid technical knowledge and understanding of product/process design.
- Problem-solving abilities are essential.

- Work with NPI/Engineering teams to ensure new products meet the relevant codes and standards.
- Create and maintain UL and other NRTL files, procedures, and other confidential product documentation.
- Conduct risk and other assessments to regulatory and industry standards.
- Responsible to manage UL and other NRTL inspections.

Additional Skills and Experience *(Preferred or helpful)*

- Proven ability in engineering disciplines related to the electrical power industry, manufacturing or industrial products.
- Demonstrated ability to understand and have competencies across electrical and mechanical equipment.
- Must be self-motivated, have good interpersonal skills, capable of analyzing and solving complex problems through collaboration, innovative thought and experience.
- Understands, or experience with SolidWorks PDM design tools, or equivalent, mechanical design environment.
- Understands, or experience with AutoCAD Electrical design tools, or equivalent, electrical design environment.
- Commercial and design experience related to renewables, emerging energy markets, data centers battery systems, stored energy and charging stations a plus.
- Lean skills/experience such as Kaizen and 5s is highly desirable

This description covers the primary purpose and principal duties of the job. It is not designed to be a complete list of all the duties and responsibilities required of this position. Duties, responsibilities, and activities may change at any time with or without notice.

Demands and Conditions Analysis: Compliance Engineer

Working Conditions

The essential functions of this job involve the following working conditions.

(Place an "x" in the appropriate box.)

- C = Continuously** 75%-100% of time
- F = Frequently** 50%-74% of time
- O = Occasionally** 10%-49% of time
- R = Rarely** 1%-9% of time
- N = Never** 0% of time

	C	F	O	R	N		C	F	O	R	N
Environmental						Physical Factors					
Works alone		X				Sitting		X			
Works with others	X					Standing		X			
Customer contact		X				Walking		X			
Shift Work					X	Bending/stooping		X			
Extended Day			X			Squatting/Kneeling		X			
Keeping work pace/deadlines	X					Crouching/Crawling			X		
Performing repetitive tasks	X					Twisting at waist		X			
Noise (decibels) 91				X		Reaching above shoulders			X		
Vibration				X		Reaching below knees				X	
Abrupt temperature changes				X		Lift/carry up to 40 lbs.		X			
Heat (above 85 F)			X			Push/pull to 100 (force)			X		
Cold (below 65 F)				X		Climbing ladders			X		
Wetness				X		Climbing stairs			X		
Dampness				X		Sweeping/mopping				X	
Dryness				X		Operating foot controls					X
Odors & dusts				X		Manual Tasks					
Work with solvents					X	Grasping with one hand	X				
Work acids, bases					X	Grasping with both hands	X				
Work with oils					X	Manipulating with one hand	X				
Work with toxins					X	Manipulating with two hands		X			
Poor ventilation					X	Handwritten communication		X			
Fumes					X	Using keyboard	X				
Mechanical hazards			X			Using hand tools		X			
Electrical hazards			X			Twisting/wringing			X		
Sensory Tasks						Scrubbing/washing/polishing				X	
Seeing close (reading)	X					Scraping				X	
Seeing far (observation)			X			Equipment Operation					
Peripheral vision			X			Driving car / light truck					X
Seeing colors			X			Driving heavy truck / van					X
Verbal communication	X					Operating forklifts, stackers					X
Hearing speech		X				Operating hoist equipment			X		
Hearing mechanical sounds			X			Operating shop machinery			X		
Sensing odors					X	Operating power tools	X				
Sensing by touch					X	Operating torch					X