



## **Current Positions: 7/12/17**

### **IT Manager**

Job Location: Batavia, NY

Type of Job: PERM/Full Time

This role is to strategically design, implement, and maintain information systems and network architecture that support core organizational functions and assure their high availability.

- Design and implement long-term strategic goals and short-term tactical plans for managing and maintaining enterprise systems including servers, storage, network communications, and data center facilities.
- Ensure that proposed and existing systems architectures are aligned with organizational goals and objectives.
- Develop, document, and communicate plans for investing in systems infrastructure, including analysis of cost reduction opportunities.
- Document the company's existing systems infrastructure and technology portfolio and make recommendations for improvements and/or alternatives.
- Develop and manage a disaster recovery plan for data center operations, LAN/WAN connectivity, and server-based desktop resources.
- Experience with server operating systems, infrastructure services, and client/server applications, exchange server, ERP systems (Syteline/Cloud Suite Industrial preferred)
- Experience with and knowledge of SQL, EDI and application development

### **Signal Processing Engineer**

Job Location: Rochester, NY

Type of Job: PERM/Full Time

This position refers to an experienced Signal Processing Engineer who will be technical lead on all the tasks related to signal processing necessary to create new resilient solutions.

- To apply the best technologies in multi-sensor fusion to be used in resilient solutions embedded in professional/military UAVs payloads or in any military vehicle
- To apply the best technologies to generate GNSS and Signal of Opportunity to be used in the most scalable and comprehensive resilient PNT test platform on the market
- Define the most suitable signal processing technology architecture of new resilient PNT solutions

Required Skills:

- Expert in fundamentals of Signal Processing i.e.: signal theory and signal processing, digital signal processing, analog filtering, linear servo loop systems, digital receivers, array signal processing, parametric modeling, spread spectrum techniques, estimation/detection, Kalman filtering, Bayesian filters, State Space Modelling, digital communications



- Expert in DSP and/or FPGA programming
- Knowledgeable in image processing i.e.: pattern recognition, GPU programming, etc.
- Are good in programming: C and C++

**Education level/Diploma:** at least Master Degree in signal processing or radio communication

## Senior Embedded Design Engineer

Job Location: Rochester, NY

Type of Job: PERM/Full Time

The position requires the design of electronics with integrated radios and programming of 16 and 32 bit microcontrollers for use in power critical, cost sensitive, battery operated products. The engineer must have a proven track record with the ability to work independently. The engineer must have demonstrated experience and ability for end to end development from schematic capture, early prototyping, embedded firmware development, GUI based software utility development using a high-level language (ex C#, Python etc.), early and full manufacturing introduction as well as product maintenance.

- Education: BSEE, BSCE (MSEE or other graduate degree helpful)
- Experience: 10 or more years' progressive experience in hands-on design engineering roles.
- Must have up to date experience as an individual contributor with latest families of microcontrollers, firmware, radios and design automation tools.

## Electronics Manufacturing Engineer

Job Location: Rochester, NY

Type of Job: PERM/Full Time

- Provide Manufacturing Engineering support to the Electronics Manufacturing organization having responsibility to identify quality/reliability/efficiency issues and drive product and process continuous improvement.
- Data-mine, track, and report quality and reliability data and identify prioritized areas requiring improvement.
- Develop and implement corrective action measures for quality and manufacturability improvement. Coordinate with product engineers for solutions requiring design changes.
- Work as the liaison between Engineering and Manufacturing to efficiently migrate new design and design revisions to Electronics Manufacturing. This includes training as required to ensure design intent is properly instituted in all manufacturing practices.
- Establish test protocols for visual and functional testing of electrical parts and assemblies (PCBs, cables, motors, power supplies, PC-based controllers, electrical enclosures, etc.)
- BS Electrical Engineering or equivalent degree and manufacturing experience. Additionally:
- Experience to trouble-shoot complex machine systems comprised of electro-mechanical-software subsystems to the component level.



- 0 to 5 years prior manufacturing engineering experience in assembly and test in areas such as analog/digital circuits, digital cameras, PCBAs, power supplies, PC-based controllers, motors, and cables.

## **Embedded Systems Engineer**

Job Location: Rochester, NY

Type of Job: PERM/Full Time

- The primary role of the Embedded Systems Engineer is to design and document software and firmware for embedded subsystems.
- Development of embedded software and firmware for microcontrollers and FPGAs.
- Microcontroller hardware and software development experience with expertise in C/C++.
- Hardware description language experience with VHDL.
- Working knowledge of HDL verification tools and timing tools.
- Embedded processor/IP core experience.
- Experience with schematic capture software such as OrCAD or Altium.

## **Manufacturing Estimator / Process Engineer**

Job Location: Rochester, NY

Type of Job: PERM/Full Time

Estimator/Process Engineer with proven experience in creating accurate manufacturing estimates in such areas as CNC machining, sheet metal, plastics, and tool room manufacturing. The position will require developing manufacturing processes and instructions for the shop floor personnel in order to meet or exceed our customers' satisfaction.

- Proven track record estimating and developing processes for manufacturing
- In-depth experience with high-speed CNC machining techniques
- Well versed in quick setup and principals for production and prototype
- Knowledge of secondary processes, such as heat treating and various finishing processes
- Experience using CAD/CAM, Mastercam or Unigraphics/SolidWorks-

## **Environmental Health and Safety Manager**

Job Location: Rochester, NY

Type of Job: PERM/Full Time

Our Client is looking for a "Visionary" Environmental Health and Safety Manager. They currently have a solid safety program but want someone to take them to the next level.

- Use leading indicators to create and sustain a proactive safety culture in their facility and achieve a corporate goal of less than 0.5 OSHA incident rate by 2020.



- Develop, implement and manage safety programs, policies and procedures as needed.
- Provide monthly metrics for each department and work with them to identify and correct areas of opportunity in a positive productive manner.
- Direct activities of the Safety Trainer and the Safety Coordinator to support the plant objectives.
- Identify hazardous conditions/actions within the plant and recommend corrective measures.
- Manage regulatory inspection personnel such as insurance carriers, OSHA, EPA, DOT, etc.
- 5+ years of safety leadership experience in an industrial setting. (Bachelor's Degree in EHS Management preferred)
- Experience implementing Behavioral Based Safety programs

## **Mechanical Design Engineer**

Job Location: Batavia, NY

Type of Job: PERM/Full Time

- Manage projects for successful and timely completion
- Hands-on, using SolidWorks, execute new product development projects from concept, design, materials selection, testing, production and implementation
- Execute product mechanical design project activities
- Ensure all work products are consistent with industry standards and in accordance with good engineering practices
- Must design for manufacturability
- 5+ years engineering experience in a manufacturing environment; consumer product preferred
- BS/MS Mechanical Engineering
- Proficiency with SolidWorks, advanced surface modeling experience desired
- Proficiency with Microsoft Suite
- Ability to manage multiple projects – plan, organize and prioritize
- Plastics experience a big plus

## **Materials Manager**

Job Location: Batavia, NY

Type of Job: PERM/Full Time

- Ensure the effective execution of materials replenishment strategies to support the master schedule.
- Support Production with materials demand planning, production planning, and materials replenishment.



- Ensure adherence of company guidelines for Kanban execution, MRP procurement, and any established materials management processes.
- Manage supply chain staff: develop, motivate, train and supervise.
- Provide key suppliers with regular performance feedback (Supplier Scorecard) and demand forecast information.
- Implement and maintain inventory control systems to track purchase orders, Kanban and re-order point inventory levels in support of MRP requirements.
- Lead and/or participate on continuous improvement teams.
- Bachelor's degree in Operations Management, Supply Chain Management, or similar discipline.
- Minimum 3 years of experience managing operations departments comprised of at least 5 individuals.

## **Construction Estimator**

Job Location: Rochester, NY

Type of Job: PERM/Full Time

- Responsible for executing quality estimates for every project.
- Collaborates with the Estimating and Operations leadership team as well as subcontractors to ensure corporate and departmental directives are met.
- Accountable for reviewing the quality of estimates to ensure accuracy and completeness with applicable department and operation leadership personnel.
- Responsible for executing quality preconstruction, construction management and hard bids estimates.
- Responsible for conducting site visits to ensure accuracy of estimates when needed.
- Accountable for taking part in the constructive reviews, value, engineering and design build process
- Responsible to closely work with subcontractors to generating quality scope sheets.
- Accountable for inputting data and delivers accurate information for the historical cost, subcontractor and vendor databases.
- Responsible for maintaining proper documentation for each estimate to include preparing and updating project estimating books.
- Bachelor's Degree from an accredited institution in related field; and/or equivalent of minimum 2 years' equivalent experience or equivalent combination of educations and experience, required. Constructions/ Engineering degree, preferred.

## **Construction Warehouse Driver**

Job Location: Rochester, NY

Type of Job: PERM/Full Time

Responsible for receiving, storing and distributing material, tools, and equipment between warehouse and projects in the most cost efficient and timely manner.



- Responsible for reading schedules, work orders, shipping orders, etc., to determine items to be moved, gathered, or distributed
- Accountable for conveying materials and items from receiving or job sites to storage or to other designated areas.
- Responsible for fulfilling requests for materials, tools, or other stock items and distributes items to job sites.
- Associates' Degree from an accredited institution related field; and/or minimum of 2 years' equivalent experience; or equivalent combination of educations and experience, required.
- Mechanical ability, required.
- Minimum 1 year CDL Class A Interstate Driver's License.
- Continued non-violation license.
- Minimum of 1 year experience operating heavy construction equipment and lo-boy trailers.
- Proficient with Microsoft Office applications, required.
- Scheduling ability, preferred.

## **Sr. Project Superintendent**

Job Location: Buffalo, NY 14209

Type of Job: PERM/Full Time

Responsible for leading projects at risk up to a determined amount in scope. Accountable for contributing to client satisfaction and company profitability through the direction of all aspects of the project that will ensure the project meets safety, schedule, quality and expectations of the customer and company.

- Accountable for overseeing and delegating the inspection of materials for damage and specifications, as well as work being done; requires rework when necessary if work does not meet specification or is not of good quality.
- Responsible for the review of all drawings and specifications and certain submittals. Communicates changes or questions to the architect on a timely basis.
- Responsible for creating the master schedule and leads the effort to maintain and ensure that the project moves along as scheduled; ensure materials, labor, equipment and job sites are ready when needed and contact vendors and subcontractors to ensure on time delivery of goods and services. Deal with problems early on.
- Bachelors' Degree from an accredited institution in related field; or equivalent experience in the construction industry, required.
- Worked on project(s) successfully from start to finish; or equivalent service work, required.
- Construction software usage, Contract Documents and Job Documentation, required.
- Understanding of Cost/Estimating, preferred.
- Critical path method (CPM) project scheduling, preferred.

## **Industrial Maintenance Mechanics / Electricians**



Job Location: Rochester Area

Shift: Multiple positions and shifts

Type of Job: PERM/Full Time

- Determine the cause of mechanical breakdowns on manufacturing equipment and return equipment to proper operating order in minimum time.
- Completely assemble or disassemble production lines or support equipment as required for repairs or installations.
- Perform electrical troubleshooting on; AC & DC motor drives, distribution panels, solenoids, relays, and other related devices.
- Make all necessary mechanical and basic electrical adjustments to production lines or support equipment to insure proper operation.
- Regularly inspect production lines and support equipment and oil, grease, clean, repair, or modify same in performing preventive maintenance routines.
- Maintain required maintenance logs, time sheets, blue prints on other documents used in performing maintenance functions.
- Work with minimal supervision in a team environment.
- High school diploma or equivalent
- 5 - 10 years industrial maintenance experience.
- Must have good theoretical and applied understanding of mechanical and electrical theory, instrumentation and the manufacturing process.
- Able to read blue prints, schematics, specifications and building plans.
- Able to lift a maximum of 50 pounds.

## **Manufacturing QC Inspector**

Job Location: Rochester Area

Shift: Days + OT

Type of Job: PERM/Full Time

- Audit Quality of production at machines, inspect parts using CMM, work with manufacturing on continuous improvement, ensure documentation is accurate, perform 1st piece, in-process, and final inspections. Interpret drawing specifications.
- 3-5 years of experience in precision manufacturing REQUIRED
- Blueprint Reading and GD&T
- Familiar with AS9100 and ISO 9001:2000 Standards
- Ability to use inspection equipment
- Math skills required associated with inspection
- Strong interpersonal and organizational skills
- Ability to work in a fast-paced environment and multitask

## **Plastics Technician**



Job Location: Batavia, NY

Type of Job: PERM/Full Time

- Performs quality control checks and helps maintain customer requirements according to specifications in bottle weights and dimensions
- Mold changes
- Start-up/shut-down
- Maintain proper PM maintenance schedules for equipment
- Monitors and performs necessary setting adjustments and records all changes, makes adjustments and repairs on machinery in the designated work area.
- Troubleshoot equipment
- High level of maintenance experience and hands on operation of blow molding machinery including accumulator, reciprocating screw and shuttle machines.
- Experience in maintaining auxiliary equipment, grinders, feeders, chillers, silo loader equipment, compressors, blenders, conveyors, vacuum pumps.
- Able to operate forklifts, man lifts, and cranes

## Quality Control Inspectors

Job Location: Rochester Area

Type of Job: PERM/Full Time

- Experience with a CMM and or any type of measuring equipment would be a plus.
- Documentation for measurements
- Collecting SPC would be helpful along with any type of background in ISO/TS, ITAR and ISO 14001 could also help.
- Experience with micrometers, verniers, inspection equipment.

## CNC Machinists

Job Location: Rochester Area

Shift: A shift (7:30am-4pm) OR B shift (3:45pm to 12:30am)

Type of Job: PERM/Full Time:

- Reading blueprints and checking part dimensions with appropriate measuring instruments.
- Make adjustments for tool offsets and locating coordinates.
- Accurately use measuring tools, checking for proper calibration.
- Understand company procedures for tagging, inspection, and other necessary procedures relevant to position.
- Follow lean manufacturing systems in place.
- 3-5 years minimum experience preferred

## Material Handler / Plastics Manufacturing

Job Location: Rochester Area





Type of Job: PERM/Full Time

- We need a materials handler for our established client, West side
- Must have injection molding pellet mixing experience.
- Must have forklift experience
- Day Shift on A shift. 7:00 am - 3:30 pm.
- Immediate Direct hire position
- This is a labor intensive position.

## **Maintenance Mechanic Manufacturing**

Job Location: Rochester

Shift: Days 7:30 to 4:00 pm + OT

Type of Job: PERM/Full Time

Will be performing maintenance within facility including general upkeep of machinery and general maintenance duties.

- Responsible for performing preventive maintenance on machinery and other equipment.
- Communicate with necessary vendors when needed.\*Must have clean driver's license
- Must have a strong mechanical aptitude
- Experience with CNC or PLC repair a plus
- Experience with general carpentry, plumbing, electrical, etc. preferred

## **CNC PROGRAMMER / SETUP / OPERATORS**

Job Location: Bloomfield / Rochester

Shift: 2<sup>nd</sup> / 3<sup>rd</sup>

Type of Job: PERM/Full Time

- Construct programs necessary to produce parts, tools and fixtures) from provided drawings and models.
- Provide Set up sketches and tool lists for all part programs.
- Use standard tool list to provide accurate tool description for "kitting" the job(s).
- Provide information as required to purchasing to ensure necessary tools are on hand when part production begins.
- Ensure programs issued with Production Package contain sufficient information to define operations, sequence of operations, and any notes normally associated with program information.
- Edit programs as necessary per Production Manager.
- Ensure that personal work station and equipment are cared for and used in a clean and safe manner.
- Operation of CNC machines
- At least five years CNC programming experience in a manufacturing environment, preferably using G & M code programming



## **Assemblers**

Job Location: Rochester, NY

Shift: 2<sup>nd</sup> / 3<sup>rd</sup>

Type of Job: PERM/Full Time

- Assembles sub-components of machines
- Completes sub-assemblies on machines
- Inspects, cleans, and assembles parts and equipment to ensure customer's specifications are met.
- Uses crane and various hand and power tools.
- Identifies and resolves issues regarding the assembly of the machine.
- Disassembles machine, when necessary, to repair machine.

### **Required Skills**

- Ability to read and comprehend complex and detailed work instructions.
- Ability to effectively present information in one-on-one and small group situations to customers and other employees of the organization.
- Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.
- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.
- Ability to read and understand mechanical or electrical blueprints/diagrams is required
- Individual must be able to work productively within a team environment
- High school diploma or general education degree (GED)
- Experience in electrical assembly of machine tools highly desired.
- Experience with both manual and power tools and measurement / inspection equipment highly desired.
- Must be able to read electrical diagrams.
- High school diploma or general education degree (GED)

## **Machine Operators**

Job Location: Rochester, NY

Shift: 2<sup>nd</sup> / 3<sup>rd</sup>

Type of Job: PERM/Full Time

- Perform activities such as Grinding, CNC operations (editing/programming etc.) and Mill operations



- Reading blueprints and specification sheets
- Maintain adherence to engineering tolerances / procedures and perform inspection operations to assure print requirements.
- Perform machine maintenance as required.
- Show a high degree of dedication towards meeting or exceeding internal and external customer expectations as well as business unit and company goals.
- The applicant needs to have a willingness and desire to learn the skills necessary to become proficient in Gear Manufacturing Technology.

**Preferred Skills:**

- Entry level to 4+ years of experience in machine operations.
- Experience with Geometrical Dimensioning & Tolerance (GD&T) preferred
- Experience with measuring and inspection equipment.
- Recent graduates will be considered
- High School diploma or equivalent is required