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Job Title: R&D Technician
Department: Engineering
Reports To: Engineering Manager
FLSA Status: Exempt
Prepared Date: January 2026

SUMMARY: The R&D Technician supports the new product development team through the construction, testing, modification and validation or prototype systems and components. This hands-on role is a critical component in the expedient development of new products by leveraging a high mechanical aptitude and fundamental understanding of testing methodologies to provide insights and measured metrics to ensure designs meet performance and reliability demands.

Essential Responsibilities:

- Reinforce and promote all FLOE Core Values in daily interactions with coworkers and customers.
- Interface with Engineering, Production and Leadership on daily responsibilities
- Build, assemble and modify prototypes and test fixtures based upon supplied engineering documentation.
- Set up and conduct mechanical, electrical and functional tests meeting the requirements of engineering.
- Provide clear and accurate test results including detailed measurements, collected data, observations and possible recommendations
- Engage with engineering to troubleshoot designs, assembly process and performance issues.
- Provide support to Engineering on installation practices, cost avoidance and design for serviceability
- Provide excellent customer service to all dealers, customers and staff (on-site and virtually)
- Work effectively with management and other employees to resolve design issues and determine needs of customer
- Maintain and organize R&D equipment, tools and materials.
- Other duties as assigned

Education/Experience:

- Associate degree or technical certification in Engineering Technology or proven equivalent hands-on experience.
- 5+ years of experience in an R&D or engineering environment.
- Strong mechanical aptitude and hands-on assembly skills.
- Ability to read and interpret engineering drawings and basic schematics.
- Experience in Marine systems / electrical controls preferred.
- Strong attention to detail and well organized
- A self-starter and able to complete assigned tasks with minimal supervision
- Valid Drivers License

Work Environment:

- In this position you will be required to sit, stand, kneel, twist, climb.
- You may be required to lift up to 50 pounds.
- The noise level in the work environment is usually moderate.
- Travel will be required between Floe locations (within 1.5 hours each way)
- Preplanned or short notice long-distance travel may be required (on-site, dealerships)

FLOE International reserves the right to make changes to this job description without notice, as required to meet changing organizational and production needs.