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Job Title: Senior Design Engineer
Department: Engineering
Reports To: Engineering Manager
FLSA Status: Exempt
Prepared Date: January 2026

Summary: The **Senior Design Engineer** will utilize developed engineering skills and disciplines to lead the development and validation of mechanical systems, models, drawings and assemblies for the development of new FLOE products. This role involves hands-on engineering and technical leadership to deliver reliable, innovative and manufacturable designs conforming to desired performance, costs, and industry standards.

Essential Responsibilities:

- Reinforce and promote all FLOE Core Values in daily interactions with coworkers and customers.
- Lead the design and development initiatives of mechanical systems from the conception to production of Floe products, ranging from boats and powersports to docks, lifts, and trailers.
- Provide mentoring and technical guidance to junior design team members.
- Create detailed models and drawings following proper drafting and dimensioning processes, and meeting design specifications.
- Conduct detailed engineering analysis including tolerance stacks, FEA and DFMEA
- Engage with R&D technicians and fabricators to create prototypes for concept validation and functional testing.
- Evaluate Engineering data, under the supervision of Engineering Manager, to ensure successful progression and completion of assignments.
- Responsible for the creation and maintenance of accurate and reliable project data.
- Prepare written reports, professional plans and specifications for product lines or custom applications.
- Interact with Manufacturing Engineers and Manufacturing Personnel to facilitate DFM discussions and complete development phase.
- Work effectively with staff, Supervision, and Management to resolve design issues and determine customer needs.
- Participates in Lean Enterprise continuous improvement efforts.
- Responsible for the creation and maintenance of Engineering Bill of Materials.
- Maintain focus on continuous improvement efforts and research of new materials, equipment and processes to further advance design robustness, product integrity and user experience.

Education/Experience:

- Bachelor's degree in mechanical engineering
- 5 years minimum of design experience; marine, powersports or similar experience preferred.
- Commanding knowledge of engineering principles and ability to apply principles to projects.
- Detailed knowledge of creating and maintaining an Engineering Bill of Materials.
- Knowledge of and ability to utilize basic GD&T principles.
- Proficiency with 3D CAD systems, Solidworks preferred.
- Excellent oral and written communication skills.
- Proficiency with Windows and Microsoft Office Suite. (Outlook, Excel, Word, PowerPoint, Visio).
- A self-starter and able to complete objectives with minimal supervision.
- A working knowledge of Lean Manufacturing concepts.

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.

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