



Sany Group Company Ltd. was established in 1989 with the aim of “Building a First Class Enterprise, Training First Class Talent and making First Class Contributions”. Now recognized as the largest heavy construction machinery manufacturer and one of the top 50 construction equipment manufacturers in the world, Sany has been honored as Forbes Magazine Enterprise of China Most Competitive Brand. Sany Group Company Ltd is truly a company with proud heritage and a bright future.

Sany Group had sales of 2 billion in 2007 and projected revenue of 3.2 billion in 2008. Sany Group has plants in Germany and India as well as plans for construction of a manufacturing and R&D center in the United States. Sany has 190 branch offices in 70 countries worldwide.

Continuing the growth and standards of excellence, Sany America is established to serve the North American market and its people. Sany America is beginning the construction of a corporate campus for the North American headquarters including a 400,000 square foot assembly building which will include 160,000 square feet of R&D space for the development and assembly high quality heavy construction machinery. Sany America is committed to utilizing 95% local Human Resources in the production and R&D process. Sales revenue in the U.S. is expected to grow to 500 million by 2012.

POSITION DESCRIPTION – HYDRAULIC ENGINEER MOTOR GRADER

The Hydraulic Engineer (HE) for Motor Grader (MG) will operate out of the Sany America Headquarters in Peachtree City, Georgia and will report to the Motor Grader Management Team. The HE will be responsible for assisting with the primary design and development process of the hydraulic systems for the Sany America Motor Grader. The HE will also assist in the New Product Development Process (NPD). The HE will provide technical assistance for design, redesign, modeling, trouble shooting, maintenance, bill of materials, testing, calculations, supplier selection, and feasibility studies for the Motor Grader product line. The HE will assist in seeing the product from conception to construction and provide technical support to the manufacturing department, sales team, and the customer. The HE must be versed in managing multiple engineer related project assignments that support the essential elements of the MG product line completion and launch. The HE will work as an integral part of the Motor Grader Team and the R&D Engineering Department. The HE will be responsible for meeting project deadlines and the timely reporting project status. The HE will work closely with the Motor Grader Team to accomplish key goals for all stages of MG product development including R&D, project strategies and priorities, manual implementation, communications, sales, and service. The HE will also assist in developing team plans which will lead to brand and product excellence. The HE should possess a solid understanding of the New Product and Process Development (NPPD) methodology and deliverables process.

SPECIFIC RESPONSIBILITIES:

- Work closely with the Motor Grader Team to accomplish key tasks.
- Responsible for supporting new MG product development programs and sustaining engineering efforts related to the MG product lines.
- Responsible for developing & executing specific project plans based on Sany America product goals.
- Provide technical expertise to support Sany America with product development.
- Travel to China when required to provide support for product reviews, design reviews, technical guidance, testing, audits and training.
- Work with various departments of Sany America such as Operations, HR, Manufacturing, Sales, Service, and Purchasing to effectively and efficiently achieve the specified targets assigned by Sany America's Management Team.
- Provide technical support to Service and Sales when required to ensure maximum customer satisfaction.
- Responsible for submitting weekly reports and monthly Key Performance Indices (KPIs) forms to the MG Manager.
- Communicate at least weekly with the assigned Manager.

EDUCATION:

- Ideal candidate would have a minimum Bachelor of Science in Engineering with 6 to 8 years of engineering experience and 3+ years of direct hydraulic engineering experience with Motor Graders.
- Extensive experience with automated hydraulics design tools such as AutoCAD, PDM, Windchill, etc.

QUALIFICATIONS:

- Ability to mathematically model hydraulic systems.
- Strong trouble shooting or problem resolution skills.
- Ability to work independently and meet goals and deadlines.
- Must be able to respond to Sany America's Engineering needs on a timely basis.
- Analytical skills along with adaptability to change, a high level of commitment to the company and product excellence along with a desire to take advice from supervisors to accomplish superior corporate results is necessary. The ideal candidate will be open minded and a very responsible employee.
- Excellent communication skills to work at all levels are imperative in this position. The candidate will be required to communicate verbally and in written form to a variety of groups. This will require good public speaking and presentation skills as well.
- Ability to work well in a cross functional environment.
- Knowledge of the Chinese culture is desired but not a requirement.
- Ability to travel for extended periods internationally, primarily to China.
- Solid understanding of the Phase Gate New Product Development Process (NPPD) and deliverables is a strong plus.