

**Job Title:** Design/Sales Engineer  
**FLSA Status:** Exempt  
**Reports To:** President of Everost, Inc.

**Job Overview:**

The Design/Sales Engineer will actively participate in all phases of the product development process from idea creation through manufacturing. The ideal candidate will also present new products to surgeons and institutions.

**Job Responsibilities:**

- Creation of 3D models for conceptual evaluation and production
- Deliver innovative solutions for orthopedic devices ranging from trauma products to total joint solutions
- Interact with veterinarians to define product requirements, communicate and resolve technical issues, and create and present project reviews and updates
- Serve as a liaison between the engineering team and manufacturing
- Oversee quality control
- Initiate and execute technical sales and presentations
- Provide technical training of sales staff
- Work with veterinary surgeons on product creation

**Minimum Experience and Education:**

Must be a creative, self-starter with an entrepreneurial attitude and strong analytical skills with a passion for new product development. A Bachelor's of Science in engineering, bioengineering or mechanical design is required. 1+ years of relevant experience is preferred. Hands-on experience in medical design/orthopedic design is a plus. Expertise in 3D modeling using Solidworks or equivalent experience is necessary. Incumbent must be able to understand quality control methods and procedures. This position requires strong organization, communication, and documentation skills. Must have the ability to create production processes and quality documents and work on multiple projects simultaneously.

**Core Competencies:**

**Know the Organization:** Understands the organization, strategic objectives, structure; works effectively within the organization to achieve results; works continuously to make linkages and build networks within the organization.

**Teamwork:** Makes effort to seek others' input; willingly collaborates and cooperates with others in the organization; develops effective working relationships with key associates.

**Plan and Analyze:** Uses relevant information from different sources to identify issues and develop strategies for accomplishing goals; translates strategies into action-oriented objectives; identifies important relationships and root causes; anticipates issues, obstacles or opportunities that may impact plans or action.

**Problem Solving:** Recognizes that a problem exists (i.e., that there is a discrepancy between what is and what should be); identifies possible reasons for the discrepancy and devises and implements a plan of action to resolve it.

**Reasoning:** Discovers the underlying relationship between two or more objects and uses that knowledge to solve a problem; uses logic to draw conclusions from available information; identifies general rules or principles; applies rules and principles to new situations; determines which conclusions are correct from analysis of a given set of facts and information.

**Flexible/Adaptable:** Views change or problems as an opportunity to grow professionally and to develop new and better ways to do things; adjusts readily to alterations in routine; copes effectively with changes in scope or type of work.

**Build Quality Service:** Defines quality service based on customer needs, wants, expectations and profitability; aligns actions accordingly; remains sensitive and responsive to both internal and external customers; builds distinctive predictable levels of service; resolves problems quickly and effectively.

**Creative Thinking:** Generates new ideas and imagines new possibilities; combines ideas or information in new ways making connections between seemingly unrelated ideas.