



Riddell



Job Summary

Title

Sr. Bike Engineer

Division

Action Sports

Location

Scotts Valley, CA

Reports To

Director of Bicycle Engineering

SENIOR BIKE ENGINEER

We're Easton-Bell Sports... We make gear. Football Gear. Hockey Gear. Bike Gear. Snowboarding Gear. Baseball Gear. And we're growing.

Our Bike Components team needs to grow with us.

Summary: The Senior Design Engineer is responsible for designing and developing innovative, world-class bicycle and motorcycle products and components. This position is a member of a small team of specialty engineers who work in both metals and composites.

Below, you'll find the particulars, but **to be considered for this position, you must be a passionate cyclist – a rider, user, consumer of the product..**

Contact: <https://home.eease.com/recruit/?id=408961>

No phone calls please. Secondary sources will not be considered for this position. Easton-Bell Sports is an Equal Employment Opportunity company.

Essential Functions:

- Create 3D models for various bicycle and motorcycle prototypes for design evaluation.
- Utilize 3D concept sketching and illustration, prototyping and computer aided industrial design.
- Translate the design into product solutions.
- Develop and maintain clear and effective lines of communication with Easton Asia insofar as adhering to product specifications.
- Collaborate with Easton Asia in development of new product introductions by determining what vendors, tooling, methods of manufacture, and facilities are required to produce a particular product in scheduled quantities and at the lowest cost consistent with quality specifications.
- Provide product category ownership and support to assure that production quality is maintained throughout the product lifecycle.
- Create and maintain systems to capture and communicate timelines and schedules to Easton teammates at all locations and to all vendors used in the manufacturing of Easton products.



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- Collaborate with other departments both internal and external to provide new solutions and ideas to improve product design, performance, development, and manufacturing quality.
- Produce accurate and complete document packages for all projects and products, to ensure that design intent is carried out to our expectations.

Education and Training:

- BS Mechanical Engineering or combination of education/experience that ensures proficiency in product design, manufacturing processes and methods.
- Experience working in both metals and composites.
- A solid understanding of world-class product design and documentation, with at least a cursory understanding of bicycles and/or motorcycles.
- Understanding of manufacturing processes and techniques to produce high tech bicycle and motorcycle products.
- High skill level in solid modeling, computer design, and FEA -- preferably SolidWorks.
- Proficient in Microsoft Office programs such as Excel, Word, PowerPoint, and Project.
- Prior experience managing projects and product lines produced in Asia

Skills and Abilities:

- Leadership – Demonstrates the ability to communicate a clear vision, initiate action, establish goals and make appropriate decisions to achieve desired results. Supports company-wide development and change initiatives.
- Team Member – Is open and accessible for regularly giving and receiving feedback. Sets a good example for others by demonstrating patience, self-discipline and professional behavior.
- Decision Making/Judgment – Accumulates all relevant factual information prior to making job related decisions. Differentiates between decisions that can be made independently or with peers, and those which should involve upper management/executive participation.
- Coping with Change – Is able to adapt to changes and quickly change direction if needed. Able to multi task and think on feet during times of high activity or changes in direction.
- Problem Solving – Proactively identifies problems, conducts analysis, develops alternative strategies if needed, and initiates effective managerial, business and technical solutions.
- Creativity – Thinks out of the box. Ability to look beyond tradition. Ability to step back and question the status quo. Asks why something is done one way and not another.
- Passion – About bicycles, motorcycles, or both.
- Communication Skills – Communicates clearly and effectively both verbally and in writing with people both inside and outside the organization.
- Customer Service – Consistently takes the initiative to meet or exceed internal and external customer expectations
- Ability to work in a cross-functional team environment.
- Ability and willingness to travel both domestically and internationally

