

## Job Description – Project Manager

Lemke Industrial Machine is looking for a project manager to join our innovative customer engineering design team. We seek a dynamic, results-driven person to lead and coordinate custom-engineered heavy machinery projects. This role is pivotal in ensuring project delivery excellence and customer satisfaction while deploying Lemke’s phase-gated project management process.

We are looking for someone to help do the heavy lifting and assist in the development of schedules, coordination of resources and communications with customers to ensure that we are providing the best possible product for our customers.

At Lemke, the only way is up! Join our growing team and be one of our customer’s Lifting Partners! We offer a fun and healthy work environment that’s focused on teamwork, innovation, creativity, and open and honest communication at every level. We are incredibly proud of the products we produce. We would like someone to help us stay on track and stay true to the Core Values while ensuring high customer satisfaction.

We view the project manager role as an accelerator for the business. We are looking for someone who can help drive efficient and effective in-process methods during the product development phases – working closely with project engineers, designers, quality, supply chain and shop operations. We are looking for a professional who ensures that all of our products meet consistent Lemke standards for excellence. This position is a new position for Lemke – and will report in to the Engineering Manager.

If you're interested, head to our website to learn more at <https://lemkeindustrial.com/about-us/> and reach out if you’re interested.

## Key Job Duties & Responsibilities:

- **Project Planning and Execution:** Develop detailed project plans; coordinate with cross-functional teams; monitor, track and communicate project progress to ensure timely completion.
- **Customer Collaboration:** Build strong relationships with clients, understanding their needs to deliver superior solutions.
- **Team Leadership:** Motivate and guide diverse teams, fostering a collaborative environment and resolving challenges.
- **Risk Management:** Identify and mitigate project risks proactively.
- **Budget and Resource Management:** Manage budgets and resources effectively, ensuring optimal utilization.

#### Competencies:

- Strategic Thinking
- Excellent Communication and Interpersonal Skills
- Team Collaboration and Leadership
- Adaptability in a Fast-Paced Environment
- Problem-Solving and Decision-Making
- Strong Customer Focus
- Risk Management Expertise
- Budget and Resource Management Proficiency
- Commitment to Quality and Innovation
- Proficient in MS Office

#### Qualifications & Experience:

- Degree in Engineering, Project Management, or related field.
- Proven experience in project management within engineering design.
- Exceptional leadership, communication, and problem-solving skills.
- Ability to adapt to changing environments and manage complex projects.
- A keen eye for detail and a results driven approach

#### Working Conditions:

- This position will be working primarily indoors in the office or in the shop in a smoke free environment. Very limited travel would be expected, but some travel is possible
- The noise level in the work environment is usually low to moderate
- Must be able to navigate and climb stairs several times a day
- May be required to wear protective equipment in Lemke shop and customer job sites

#### Reporting & Measurement:

- The position would report to the Engineering Manager
- Success in this role will be measured by developed OTD metrics, budget adherence and customer satisfaction.

## About Lemke:

Lemke Industrial has been around since 1973 and was started as a job shop machine shop. However, for the last ~30 years, we started to explore machinery to lift hydropower gates and moveable bridges. That has resulted in those two markets becoming our core business.

Lemke has been a small business throughout much of its history. We've worked on large projects and have a good-sized facility, but the business has remained pretty low key. But, we're on a strong growth trajectory right now and have quadrupled the output of the company for 2023 and see continued growth for the years ahead. Our industries remain fairly insulated as bridges and Dam hoists need to be maintained and upgraded. These tend to be large projects that get funded by public or private entities without opportunity for delay – they are large, approved Capital Budget projects. In addition, there is infrastructure spending that is keeping our markets healthy. And so, we are investing in our business with new equipment, shop expansion and additional talent to support this growth.

Most people might imagine a machine shop that is designing and building large machinery like this to not be innovative, but I think most of our people find it to be quite the opposite. Some describe the current feel as a bit of a start-up. I think the reason for that is that we're on a path to take this small business and make it something that can sustain real growth – with engineering processes, with an improved quality system, with R&D efforts and with shop optimization (scheduling and equipment).

We're a tight knit group that enjoys what we do. We're still "coming to work", but we're guided by Core Values and Principles that we've bought in to. We have people that take ownership, stay technical, have a bias for action and work to make this a great place to work for everyone.

The current team is solid, enjoys working with each other, is tenacious and has a desire to solve problems. Large product experience or any heavy moveable equipment like our products in locks, dams, bridges is a plus, but most of our team didn't have that experience when they joined. So, bring a willingness to learn.