

Lemke Industrial Machine is looking for a highly skilled and detail-oriented Project Engineer to join our innovative large machinery team.

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. Our success is built on technical excellence, disciplined design practices, and a commitment to doing things the right way. We are proud of the systems we deliver and are looking for someone who shares our drive for quality, remaining true to our Core Values while ensuring high customer satisfaction.

This role is a cornerstone for the strategic growth and operational excellence of Lemke Industrial Machine LLC, offering a dynamic and collaborative environment to thrive and contribute to our success. A successful candidate will work in a team environment with other engineers, project managers, estimators, sales, manufacturing, and supply chain to advance Lemke's focus on design automation, standardization, and modularity.

Job Title: Project Engineer
Location: Marathon, WI
Department: Engineering
Reports to: Engineering Manager

Project Engineer Position Summary

We are seeking a Project Engineer to serve as the engineering lead on projects, responsible for the mechanical design and technical execution of custom-engineered equipment and systems from concept through commissioning. This role bridges engineering design, manufacturing, and field operations to ensure that all deliverables meet customer requirements, company standards, and project timelines. The Project Engineer collaborates with internal teams, customers, contractors, and Project Managers to ensure designs are practical, cost-effective, and manufacturable. While this role does not manage projects or direct reports, the Project Engineer will lead the technical efforts of the project team, coordinating activities and guiding the team toward successful execution.

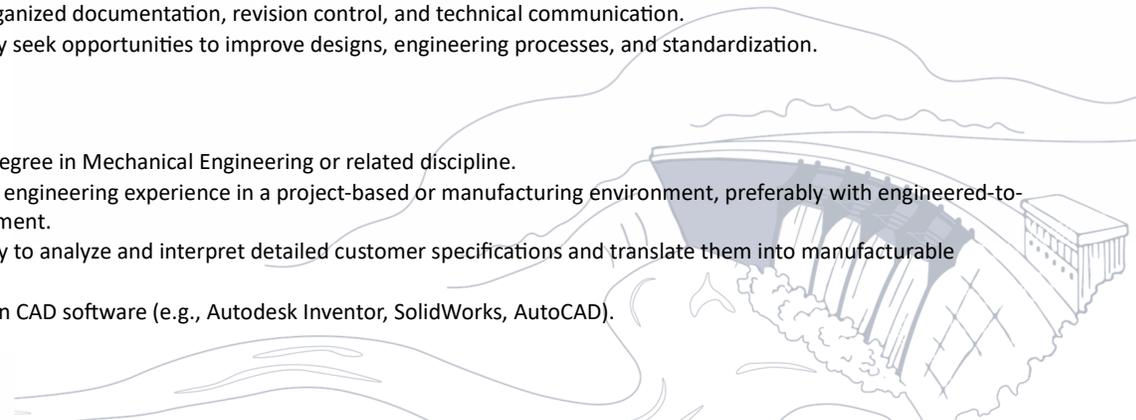
Key Responsibilities

- Analyze and interpret detailed customer specifications to develop practical, manufacturable mechanical designs.
- Design and develop mechanical systems using standard mechanical engineering principles and techniques.
- Prepare and maintain production drawings, general arrangement drawings, and supporting documentation.
- Ensure designs meet functional requirements, customer specifications, and applicable codes or standards.
- Collaborate with manufacturing and assembly teams to resolve issues and proactively address potential design, fabrication, or testing challenges.
- Provide technical support during factory testing and field commissioning.
- Work closely with Project Managers to deliver engineering work on schedule, ensuring alignment of technical deliverables with project milestones and objectives.
- Assist Purchasing by reviewing technical requirements to ensure correct components, materials, and services are procured.
- Support Estimating by evaluating design concepts, confirming technical feasibility, and ensuring solutions align with Lemke's capabilities.
- Participate in design reviews, recommend improvements, and contribute to standardization and continuous improvement initiatives.
- Maintain organized documentation, revision control, and technical communication.
- Continuously seek opportunities to improve designs, engineering processes, and standardization.

Qualifications

Required

- Bachelor's degree in Mechanical Engineering or related discipline.
- 2–5 years of engineering experience in a project-based or manufacturing environment, preferably with engineered-to-order equipment.
- Strong ability to analyze and interpret detailed customer specifications and translate them into manufacturable designs.
- Proficiency in CAD software (e.g., Autodesk Inventor, SolidWorks, AutoCAD).



- Strong understanding of mechanical components, materials, and manufacturing processes.
- Detail-oriented, organized, and disciplined approach to engineering and documentation.
- Effective communicator able to collaborate across departments, customers, and contractors.
- Strong time management skills and commitment to meeting project milestones.

Preferred

- Experience supporting fabrication, assembly, and testing.
- Knowledge of electrical and fluid power controls systems.
- Experience in low-volume, engineered-to-order environments.
- Experience with technical writing, including preparing manuals, submittals, or customer documentation.
- ERP system familiarity (Acumatica).
- PE license or actively pursuing licensure.

Behavior

- Proactively leads technical activities within the project team, ensuring timely completion of deliverables.
- Shares knowledge and expertise across departments, customers, and contractors to strengthen team capability.
- Maintains awareness of work across engineering, manufacturing, and project teams to anticipate issues and support coordination.
- Takes initiative to identify and resolve technical challenges, offering assistance at all levels within the team.
- Upholds Lemke’s core values in every interaction and decision, ensuring customer satisfaction and fostering a positive, collaborative work environment.
- Supports continuous improvement initiatives, striving to enhance efficiency, quality, and technical excellence within the engineering team.

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 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 feeling 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 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 into. We have people who take ownership, stay technical, have a bias for action, and work to make this a great place for everyone to work.

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, and bridges is a plus, but most of our team didn’t have that experience when they joined. So, bring a willingness to learn.

