**Job Title**: Sr. Manager, R&D  
**Location**: Hanover, PA, USA  
**Reports To**: VP, Global R&D-Filler Metals  

**Scope of Responsibility**: Manages research and development programs designed to assure the Company’s competitive position, profitability, and safety in product design. Directs research and development projects for new or improved products and processes. Provides technical assistance and coordinates development activities with other functions such as marketing and operations.

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**Position Summary:**

*Filler Metals is a significant part of ESAB’s global business, and the role of the R&D manager will be to contribute to the growth of this business with the introduction of new products, the maintenance of existing products and the support of the marketing, operations and quality teams. He/she will also be responsible for working on collaborative projects with our R&D teams in Gothenburg and India.*

**Performance Objectives and Responsibilities**

- Manages the R&D engineer’s activities on projects.  
- Develops and manages project systems for short- and long-range research programs. Uses Stage Gate, Gantt Charts, Project Database or similar methods to manage and assure project completion dates are met.  
- Maintains accurate records of formulas, process methods and product standards.  
- Recommends budget requirements and takes action to guarantee effective research and development performance within approved budgets. Maintains the R&D project budget and accounting.  
- Recommends research policies and programs to support profitable growth and the general policies and goals of the Company.  
- Establishes and maintains contact with management of key accounts to keep abreast of industry trends, competitive activity and provide technical advice and assistance as needed.  
- Works closely with Sales/Marketing, Product Management, Manufacturing, and other departments to provide advice and engineering services to meet the Company’s overall goals.

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**Qualifications**

Master of Science Degree in Metallurgical or Welding Engineering and at least five years management experience in research and development. A Bachelor of Science degree may be acceptable with a relevant experience of at least ten years in industry. Experience. Knowledge of welding technology and welding consumables are desirable. Must have good communication skills, experience using project management tools, and the ability to direct a staff of highly trained engineer and technicians.

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**Education Requirements**

- Bachelor’s / Master’s degree in Welding/Metallurgical Engineering  
- Familiarity with tools such as Thermocalc will be a plus.
• 5+ years post qualification experience in Research and Development and/or Industrial Manufacturing
• Experience in leading engineering teams
• Ability to work well with cross functional teams.
• Good understanding of codes and standards that govern welded fabrication.
• Good relationship building skills with various stakeholders.
• Occasional domestic and international travel may be required.

Leadership & Performance
• Develop robust process for developing customer VOC’s and consequential R&D projects.
• Work with thoughtful speed to convert development opportunities into profitable solutions for the company.
• Able to work independently / self-motivated and interact with the Business leaders.
• Ability to work with multiple cultures across multiple time zones and technical expertise levels.
• Ability to provide insightful analysis.
• Manage performance of engineers and technicians
• Being able to interact in a corporate environment to ad hoc requests.

To apply, please click on the link below. If you have any questions, please reach out to Jennifer LaBelle at Jennifer.labelle@esab.com.