



ASSOCIATE CONTROL SYSTEM DEVELOPER

Business Unit: Automation
Location: Marion, Des Moines
Reports to: Director of Operations
Exempt or Non-Exempt: Exempt
Status: Full-Time
Typical Working Hours: 7:30 a.m. to 4:30 p.m.
May be required to work extended hours including holidays and weekends due to the 24 hours, 7 days a week, 365 days a year type of service the ESCO provides its clients.

Background/Work Experience Required:

To be considered, candidates should:

- Be actively pursuing a formal education towards a career in engineering or electrical and controls technology from an accredited college, university or two year technical program.
- Demonstrated proficiency with computer technologies including but not limited to, Windows 2000 and XP Operating Systems, basic computer networking and use of Microsoft Office Word and Excel.

Preferred but not required Experience:

- Education or training of electrical fundamentals such as voltage, current and resistance.
- Previous Co-Op / Internship or part time employment in the electrical field
- Prior experience or training with the use of PLC's and or HMI systems
- Prior experience or training with the use of AutoCAD 2004 or later.

Responsibilities and Duties:

The ESCO Group Associate Control System Developer will be responsible for, but not limited to:

- Discuss projects with project team to review functions of equipment and systems. Interface with project team regularly to resolve technical issues, ensure expectations are met.
- Work with designers and drafting personnel to assist in the developing of control panel layouts and electrical schematics.

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- Configure, test and commission PLC/HMI based control systems as assigned while under the direction of other more senior engineers. It is expected that Associate Engineers/Developers will have little or no prior experience in this area and assigned programming and commissioning tasks will be assigned according to the Associates demonstrated ability and will be closely directed to ensure success.
- Perform project tasks while adhering to scope, schedule and budget constraints as communicated by mentoring engineer.
- Utilize, support and enhance ESCO Automation's standards and best practices.
- Understand and follow all safety, conduct and policy requirements established by the ESCO Group and clients.
- Maintain a clean and safe work environment that represents a professional company image. Keep works space, desks, test benches and tables clean and organized on a daily basis
- Other duties and responsibilities as assigned or deemed necessary by management.

Interpersonal Skills/Characteristics:

- Self-starter that exhibits a high level of initiative and resourcefulness.
- Good organizational and time management skills.
- Willingness to take on and complete project assignments quickly and efficiently
- Earnestly looks for ways to improve skills and is a dedicated and driven learner.
- Good written and verbal communication skills.
- Ability to alter schedule, direction, and/or tasks for the benefit of the project, client or company, with a professional and pleasant attitude.
- Work produced demonstrates good attention to detail and accuracy.
- Excellent customer service skills
- Excellent teamwork skills
- Work effectively with decreasing amount of assistance from others as technical skills are acquired.

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Travel Requirements:

Able to accommodate up to 25% of overnight travel for services at clients facilities that are out of town. The amount of travel is largely dependent upon project scope, schedule, and assigned tasks.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; and talk or hear.
- The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds, and occasionally lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Physical activity such as climbing up and down stairs (may be several flights) and or ladders, and walking long distances while carrying equipment.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently exposed to moving mechanical parts, risk of electrical shock, and vibration.
- The employee is occasionally exposed to wet and/or humid conditions; high, precarious places; fumes or airborne particles; toxic or caustic chemicals; outside weather conditions; extreme cold; and extreme heat.
- The noise level in the work environment is usually moderate, but may be exposed to very loud areas.

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***All necessary personal protective equipment is provided to meet and in some instances exceed OSHA Regulations.*

The above statements describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. Difference in job requirements may vary between locations and facilities.

I can, with or without accommodations, perform the essential functions of this position outlined above. Yes No

Signature of Employee: _____ Date: _____

Print Name: _____

HR Signature: _____ Date: _____

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