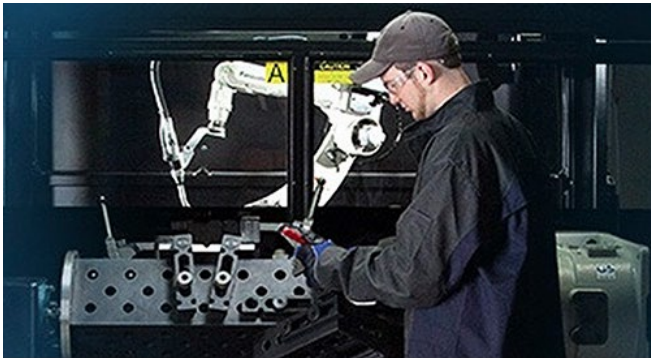




JOB PROPOSAL

Engineering Director

Miller Electric Manufacturing
Appleton, WI



Trusted Hiring Partner



ABOUT MILLER ELECTRIC MANUFACTURING

Miller's Mission

“We put welders first.”

About Miller

Miller Electric Manufacturing Co., based in Appleton, Wisconsin, is a globally recognized leader in arc welding and cutting equipment. As a subsidiary of Illinois Tool Works (ITW), Miller serves a wide range of industries—including manufacturing, construction, agriculture, aviation, and marine—by delivering innovative and reliable welding solutions. With nearly a century of experience and a workforce of over 1,500 employees, Miller is known for its commitment to quality, safety, and technical excellence. Its expansive product line includes MIG, TIG, and stick welders, plasma cutters, and welding accessories, all designed to support skilled tradespeople and industrial operations. Miller's dedication to advancing welding technology and education makes it a trusted partner for complex fabrication and infrastructure projects.

Why Join Miller?

Joining Miller Electric means becoming part of a global leader in welding technology with a nearly 100-year legacy of innovation and excellence. Guided by the mission “**We put welders first,**” Miller is committed to delivering solutions that empower skilled tradespeople and advance industries worldwide. As a subsidiary of Illinois Tool Works (ITW), Miller offers the stability of a Fortune 200 company combined with the agility of a growth-focused division. Employees enjoy opportunities to lead cutting-edge product development, collaborate across disciplines, and make a tangible impact on manufacturing, construction, and infrastructure projects. With a culture rooted in safety, quality, and continuous improvement, Miller provides not only a rewarding career but also a chance to shape the future of welding technology.



THE COMMUNITY

Welcome to Appleton, Wisconsin – A Hub of Innovation, Community, and Quality Living

Appleton, WI is a thriving mid-sized city in the scenic Fox River Valley, offering the perfect blend of professional opportunity, affordability, and vibrant lifestyle. Known for its strong manufacturing heritage, cultural amenities, and family-friendly environment, Appleton provides an ideal setting for engineering leaders looking to make an impact.

What Appleton is Known For

- **Innovation & Industry:** Home to Miller Electric and a robust manufacturing sector, Appleton is a center for advanced engineering and product development.
- **Affordability:** Cost of living is about **11% lower than the national average**, with housing prices significantly below major metro areas.
- **Community & Education:** Highly rated schools, safe neighborhoods, and proximity to universities make Appleton a great place for families and lifelong learning.

Things to Do in Appleton

- **Arts & Culture:** Enjoy Broadway shows at the **Fox Cities Performing Arts Center**, explore the **Trout Museum of Art**, or attend the **Mile of Music Festival**.
- **Outdoor Adventures:** Hike or bike along the Fox River trails, golf at scenic courses, or enjoy boating and fishing on nearby lakes.
- **Family Fun:** Visit the **Building for Kids Children’s Museum**, explore local parks, and experience year-round festivals and farmers markets.
- **Food Scene:** From farm-to-table dining to craft breweries and local favorites, Appleton’s culinary offerings are diverse and growing.

Why You’ll Love Living Here

- Short commutes and easy access to regional airports
- A welcoming, close-knit community with big-city amenities nearby
- Four beautiful seasons with abundant outdoor recreation
- A thriving downtown and ongoing development projects
- Proximity to Green Bay and Milwaukee for expanded cultural and sports experiences



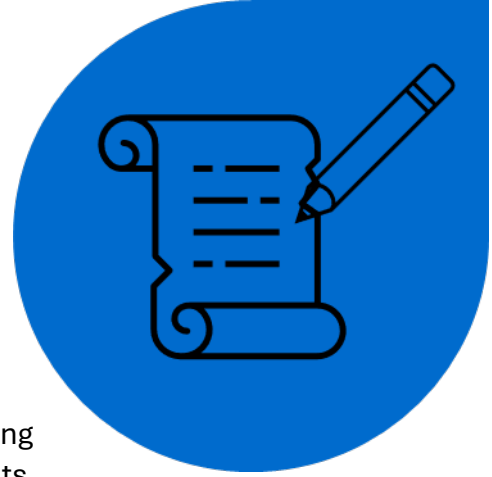
JOB SUMMARY



This is a Divisional Leadership Team (DLT) functional leadership role with responsibility for the product development & standard product support engineering team including the people, projects and processes. This team is tasked with new product development as well as product support engineering activities with the goal of both innovating and maintaining consumer and light industrial welding equipment products. A strong focus will be placed on development of new and enhanced products using the ITW Customer Back Innovation (CBI) Framework to drive new product vitality that both defends and grows Division products sales in North America and around the world. This role will help drive organic growth and instill a growth mindset throughout the division with the development of a long-range strategic product roadmap and timely execution of projects that deliver high-quality, differentiated products.

As a key member of the DLT this role will serve as a catalyst to drive the development and implementation of the division's strategic plan. The divisional Engineering Director is responsible for a team of approximately 35 people, consisting of both NPD and Standard Product Support Engineering teams, which includes electrical (power), mechanical, software, and quality engineering disciplines, as well as the laboratory and documentation technician team. This person must thrive at influencing and collaborating across disciplines, functions and the ITW Welding Segment. As such, this individual must be able to work with market segment leaders, sales/marketing, and product management to establish long range product strategies, product roadmaps and plans for organic growth aligned with ITW objectives around product innovation. In addition, this position will work closely with Operations, Materials, Welding Engineering, and other functional departments across CSD and the Commercial Platform. Finally, this role will work with other ITW Welding Divisions to develop holistic welding solutions, enhance manufacturing technology, and share R&D best practices.

SUMMARY OF DESIRED OUTCOMES



1. Drive creation & execution of CBI Pipeline with emphasis on driving CBI yields to full potential with a steady stream of differentiated products to serve a variety of markets, regions, and channels.
2. Expert at executing a robust and consistent CBI process across CSD from Discover to Deploy – while actively leading the way to get closer to our customers and their pain points.
3. Grow talent through active engagement, mentorship, and creating experiential opportunities, while building a diverse team with the skill sets and capabilities needed to execute the division’s long-range strategic plan.
4. Resource alignment, communication and prioritization between Product Support/Quality & CBI/NPD to ensure appropriate support for Operations while maintaining CBI/NPD cadence.
5. Strengthen collaboration across ITW Welding with holistic system solutions, while maintaining focus on CBI, strategic segmentation and driving NPD.
6. Work closely with other leaders at CSD and in the Welding Segment (sales, program management, welding engineering, central engineering, intercompany supplying divisions, etc.) to ensure long term differentiation in the marketplace while building an engineering powerhouse.

JOB RESPONSIBILITIES

- **Functional Leadership:**

- Develop and execute a technology vision including identifying R&D requirements.
- Strong relevant leader of all standard product support engineering and new product development activities including managing the CBI pipeline for the division and improving engineering processes.
- Contribute to the division business strategy, strategic product roadmap, long-range plan and annual plan.
- Establish, monitor and adjust (as necessary) annual engineering budgets.
- Lead divisional technical efforts to understand and comply with all regulatory and industry compliance requirements.
- Report on engineering activities to the division, platform & segment leadership as required.
- Understand customers, competitive landscape to include manufacturing processes and products.
- Monitor organic growth with key new product metrics to include success of new products, number of patent applications and product pipeline metrics.

- **Project Management:**

- Create discipline around and structured use of the ITW CBI process to streamline development process and accelerate time-to-market.
- Serve as project manager coach/mentor for team on key innovation projects including leading multi-functional teams, setting NPD objectives, timelines and monitoring overall ongoing progress and performance.
- Lead technical teams responsible for specific portions of an overall project and be responsible for project updates and adherence to set standards.
- Lead value analysis/value engineering (VAVE) initiatives with the engineering, supply chain and manufacturing teams.

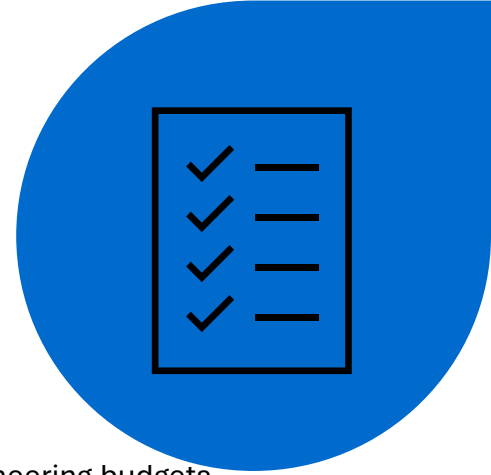
- **Cross-Functional and Cross-Divisional Collaboration:**

- Serve as primary technical interface to engineering leadership in other ITW divisions including the joint development of scope, timeline and deliverables for cross-divisional collaboration.
- Responsible for the division's intellectual property portfolio and working with ITW legal team to develop IP strategy, monitor patent awards and pursue infringement actions.
- Understands CBI strategies and aligns with marketing team to support product roadmaps & product specifications focused on the best growth opportunities.

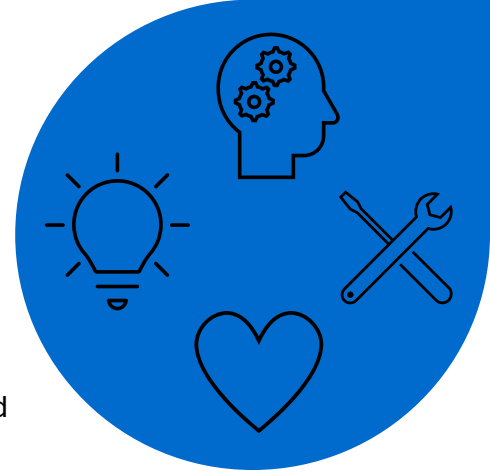
- **Talent Management and Development:**

- Identify key engineering skills and resource needs (internal & external) to achieve annual and long-range plan deliverables.
- Provide professional growth opportunities through mentorship and implementation of training opportunities.

Ensure focus and action towards developing a pipeline of engineering talent, including engineering functional leadership.



SKILLS, ATTRIBUTES & COMPETENCIES



- **Market / Industry Understanding**

- Strong Customer, Outside-In focus w/ conviction for overall ITW CBI Framework.
- Skilled Practitioner of the ITW Business Model with governance over quality of outcomes.
- Lead with an Enterprise Mindset.
- Ensure effective engagement with industry consortia and committees to advocate for customers & ITW.

- **Business Acumen**

- Accomplished in development and application of strategies that grow customer value.
- Understands metrics and drivers that impact near term business improvement (organic growth and margins).
- Understands how to simultaneously invest in sustaining the core competitive advantages of the business and maximizing its long-term profitable growth potential.
- Consistently deliver on commitments.

- **Talent Development**

- Hires/develops a diverse pipeline of great talent.
- Develops talent within and outside of direct reports.
- Skilled in designing and sustaining a technical organization to support business needs.
- Build talent pipelines and succession plans with eye to share talent for growth opportunities and broader ITW organizational needs.

- **Teamwork**

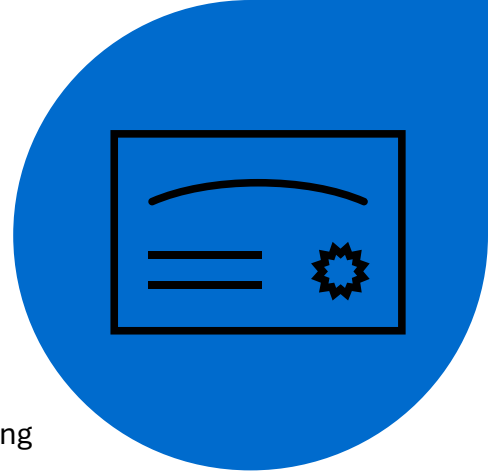
- Fosters an environment that is conducive to teamwork with inclusion, respect, participation, healthy debate, and delegation.
- Builds, influences, and uses cross-functional teams to solve complex problems.
- Skilled in coaching and motivating teams; direct reports and influence without authority.
- Collaborative with division and department leaders to set and as needed adjust priorities.

- **Strategy**

- Understand technology and regulatory trends – and proactively develops people, product and process strategies to address.
- Uses IP as a strategic advantage
- Strategic mindset in forming/guiding AP & LRP priorities and influence product life cycle planning.
- Persistent Safety Mindset (employees, customers, environment, society).

QUALIFICATIONS: EDUCATIONAL & WORK EXPERIENCE

- Required relevancy: strong understanding of electrical & power electronics engineering, software engineering, mechanical engineering, or welding technology, as demonstrated through completion of a bachelor's degree in engineering or engineering management
- Preferred, but not mandatory: MBA or advanced engineering management degree
- Proven team leader with 3+ years of experience in similar engineering leadership positions; 5+ years Welding industry experience preferred.
- Track record of delivering differentiated product development and strategy creation & execution, synthesizing internal and customer data through voice of customer and organizational capability to build a product roadmap.
- Innovation project management experience including leadership with the ITW CBI framework, or similar NPD process.
- Strong mechanical aptitude and understanding of materials and manufactured products, as evidenced by at least 5 years of previous manufacturing experience
- Familiarity with Welding equipment, process, and/or industrial automation preferred.



SALARY

- \$180,000 - \$200,000
- Bonus – 20% of base salary

BENEFITS

- Health/Dental/Vision Insurance
- Holidays
- Vacation, Sick Personal Leave
- Life and AD&D Insurance
- Short- and Long-Term Disability
- 401(k)
- Parental Leave
- Adoption assistance
- Fertility and surrogacy benefits

APPLY NOW

Why Choose Miller as Your Next Leadership Role?

- **You're passionate about engineering innovation** and want to lead a team driving cutting-edge product development.
- **You're ready to shape strategy and culture** within a globally recognized manufacturing leader.
- **You value collaboration and cross-functional leadership** across disciplines and divisions.
- **You're excited to contribute to a company** that puts welders first and invests in long-term growth.
- **You want to live and work in a vibrant community** like Appleton, WI, where professional opportunity meets quality of life.

To apply for the **Engineering Director** position at **Miller Electric Manufacturing**, please visit <http://www.davidgomezpartners.com> or send your resume to Recruiting@DavidGomezPartners.com.

