

Title: Senior/Lead Product Development Engineer (Mechanical)

Location: On-site (Grand Haven, MI) · Minor local travel (West Michigan) · Occasional WFH for documentation/personal needs

Why this role matters

You'll own the technical decisions and product viability on 2–3 client programs from concept to kickoff, while lifting the team's decision quality through peer review, mentoring, and clear communication. Expect meaningful hands-on design/CAD/analysis (~30–50%), visible client impact, and a path to leadership.

What you'll do

- Lead & ship: Own technical direction, trade-offs, and risk mitigation; deliver 2–3 programs from concept through kickoff (~70% billable utilization target).
- Decide with clarity: Approve technical choices (materials, mechanisms, tolerances, manufacturing, etc); coordinate schedule/budget impacts with PM.
- Mentor & system-build: Elevate early-career engineers; contribute to standards, peer review practice, and broader SOPs (DFM/DFA, tolerance analysis, drawing quality).
- Hands-on engineering: PTC Creo 8,9,10 surface modeling (bonus); complex assemblies/family tables (bonus); GD&T and tolerance stacks (must); review FEA (Ansys) for boundary conditions and assumptions.

- Client-facing: Translate complex decisions simply; support scoping/quotes/updates; represent EsOX Engineering in technical reviews.
- Cross-disciplinary: Collaborate with ID, EE, manufacturing partners; leverage shop resources (3D printers, test rigs, measurement tools, tensile tester, and standard power/hand tools).

Must-haves

- 8+ years in mechanical product development (medical/furniture/consumer preferred).
- BS in Mechanical Engineering (required).
- PTC Creo 8.0–10.0, with depth (must).
- GD&T and tolerance stack analysis (must); familiarity with ASME Y14.5.
- Proven decision-making, follow-through, and technical depth; excellent verbal/written communication.
- Portfolio ready: CAD screenshots, drawings (GD&T), tolerance stacks, FEA summaries, DFM notes, prototype/test photos.

Nice-to-haves

- Windchill PDM; Ansys hands-on; complex assemblies/family tables; DOE/test methods; Verification & Validation experience; PE or MSME.

Work model & benefits

- On-site in Grand Haven; occasional local client visits (~5–10%).
- Health/dental/vision; SIMPLE IRA (3% match); 10 holidays + 15 PTO; discretionary bonus; limited relocation for the ideal candidate.
- Competitive base compensation commensurate with experience and impact plus discretionary bonus. (Ask us for details.)

Hiring process Screening call → On-site overview (4–5h) → online assessment → Deep technical dive on-site (5–6h) including team interactions; portfolio walkthrough; potential whiteboard exercises.

About Esox Engineering

A trusted product R&D consulting firm known for honesty, integrity, and transparency—building practical solutions in medical devices, furniture, and consumer products with craftsmanship and clarity.

Apply

Send your resume + portfolio link to careers@esoxengineering.com or apply via LinkedIn. Target start Q1 2026 (flexible).

EOE

Esox Engineering is an Equal Opportunity Employer. We welcome all qualified applicants and do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected status.

Requirements added by the job poster

- Bachelor's Degree
- Commute to this job's location
- 5+ years of work experience with Creo
- Working in an onsite setting