

Engineering Project Manager — Product Development

EsOX Engineering | Grand Haven, MI (On-Site)

Help Build Clarity, Momentum, and Predictability

We're looking for a Project Manager who can bring structure and momentum to complex product development projects. This will be a new role for EsOX.

At EsOX, our Lead Engineers own technical direction, engineering decisions, and client relationships. Our Project Manager will partner closely with them to build plans, coordinate execution, identify risks early, and keep projects moving forward.

This is a hands-on project leadership role focused on turning complex engineering efforts into organized, executable plans—and helping ensure they stay on track as they evolve.

You'll work across medical, consumer, furniture, and industrial product development projects while helping us continue to strengthen and mature how project management operates throughout the company.

What You'll Do

Build clarity from complexity

- Work with Lead Engineers to translate project requirements, deliverables, and technical direction into actionable project plans
- Develop and maintain work breakdown structures, schedules, milestones, and project roadmaps
- Manage multiple concurrent product development projects across a team of engineers
- Adapt plans as priorities, requirements, and information evolve

Keep projects moving

- Drive day-to-day project execution and follow-through
- Maintain visibility into project status, priorities, dependencies, and commitments
- Identify issues, obstacles, and schedule risks early
- Facilitate timely decisions when uncertainty or competing priorities threaten progress
- Help engineers stay focused by reducing friction and maintaining alignment

Partner closely with Lead Engineers

- Work side-by-side from project initiation through delivery
- Translate technical direction into practical execution plans
- Facilitate sequencing, risk, timing, and resource discussions and decisions
- Ensure project plans remain aligned with technical objectives and commitments

Own visibility and predictability

- Maintain visibility into project scope, schedule, budget, and overall health
- Track progress against commitments and surface concerns early
- Communicate project status clearly and consistently
- Own creating predictable execution in environments where priorities and conditions may change

Support successful client outcomes

- Participate in project planning and scope discussions
- Support client communication regarding schedules, milestones, and delivery expectations
- Partner with Lead Engineers to ensure technical and execution plans remain aligned
- Contribute to a professional, organized, and transparent client experience

Help improve how we work

- Strengthen and mature project management practices across the company
- Develop practical tools, workflows, and systems that improve execution
- Capture lessons learned and help establish increasingly consistent project delivery practices
- Contribute to building a scalable project management function as EsOX grows

What This Role Is Really About

Success here is not about managing tasks.

It's about:

- Building structured plans from the information available
- Helping engineers stay aligned and focused
- Identifying problems before they become surprises
- Making sure decisions happen when they need to happen
- Creating systems that make good execution easier
- Bringing predictability to complex product development work

When things are working well, projects move forward with fewer surprises, engineers can focus on engineering, and clients have confidence in both the work and the process behind it.

What You Bring

- 8–12+ years of project management experience leading complex, multidisciplinary efforts
- Experience managing product development projects in engineering environments
- Strong planning and scheduling skills, including development of project plans, work breakdown structures, and project schedules

- Ability to manage multiple projects simultaneously while maintaining attention to detail
- Experience working closely with engineers and technical teams
- A track record of driving execution, solving problems, and delivering on commitments
- Confidence operating in environments where priorities, requirements, and information evolve over time

What Matters Most

We're less concerned about specific methodologies, software tools, or certifications than we are about how you think and operate.

You'll likely do well here if you:

- Take ownership without needing constant direction
- Communicate clearly and directly
- Learn quickly and adapt as circumstances change
- Stay organized and focused in ambiguous situations
- Anticipate risks and address them proactively
- Enjoy working with engineers and technical teams
- Like creating systems that make work more effective
- Find satisfaction in helping projects and people succeed

What Doesn't Work Here

- Waiting to be told exactly what to do
- Avoiding difficult conversations or unresolved issues
- Treating project management as status reporting alone
- Relying on process instead of judgment
- Letting problems sit when action is needed
- Becoming overwhelmed by changing priorities or ambiguity

Why Join Esox

- **Influence** — help shape and strengthen how project management operates across the company
- **Variety** — work across industries, products, and development challenges
- **Growth** — contribute to a growing organization that values continuous improvement
- **Strong technical environment** — work alongside experienced engineers who care deeply about building great products
- **Real impact** — your work will directly improve how projects are planned, executed, and delivered
- **Practical culture** — we value ownership, good judgment, collaboration, and results

How We Work

We work closely together, in person, as a team.

Our projects move quickly and often require real-time collaboration between engineers, project managers, and technical leaders. We believe proximity improves communication, accelerates problem-solving, and leads to better decisions.

We've intentionally built an environment where people can focus, collaborate, and do meaningful work alongside others who enjoy solving challenging problems and creating great products.

Education & Certifications

- Bachelor's degree in engineering or a related field is preferred
- PMP or similar certifications are welcome but not required

We care most about your ability to lead real work in real conditions.

Location

This role is based on-site in Grand Haven, Michigan.