



Job Opening Announcement

Design Engineer

CZ-USA is seeking to fill the position of Design Engineer. The Design Engineer is responsible for matters related to firearm design and development. This includes research and development, design, improvement, problem solving and failure analysis, testing, procedures, and documentation. The position generally requires work Monday through Friday, from 7:30 a.m. to 4:00 p.m. CZ-USA offers competitive pay and benefits including health, dental, vision, 401k, and paid time off.

Employment Requirements:

- Ability to legally possess firearms under applicable laws
- Must be at least 18 years old
- Must know basic firearm safety
- Must have a high school diploma or equivalent
- Must be able to pass criminal background test and drug test
- Must be extremely accurate
- Must be proficient spoken and written English
- Proficiency in basic computer skills
- Ability to use email and phone extensions
- Demonstrate a positive attitude and strong interpersonal skills
- Must have the ability to multi task, effectively manage time and prioritize responsibilities
- Must be punctual, meticulous and reliable
- Ability to disassemble and reassemble firearms and diagnose mechanical problems
- Must be able to work 8-hours daily, 5-days weekly, Monday through Friday
- Must be able to work overtime with paid compensation when required

Preferred Skills:

- B.S. in Mechanical Engineering or related field
- Experience in small arms design and product development
- 3 years of related design experience is preferred

Essential Job Functions:

- Review 3D models and prints for accuracy and manufacturability
- Microsoft Office and 3D CAD modeling experience required, Creo preferred.
- Aptitude for detail with the ability to work in a team environment required Develop, implement and monitor quality assurance standards in cooperation with other departments and personnel.
- Develop test plans, conduct product testing, and create detailed test reports.

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- Working with Production Development Team, write technical product procedures, and specifications.
- Investigate and solve product-related problems.
- Apply constant effort to bring about a “design to process/design to simplicity” (design to cost) concept.
- Knowledge of common manufacturing, machining, finishing, and assembly methods/processes.
- Geometric tolerancing (ANSI Y14.5) and advanced drafting skills
- Maintain standards for technical drawings, internal specifications, and related engineering documentation.
- Work with procurement to select manufacturing technologies and vendors
- Complete other task assigned by supervisor
- Complete all required paperwork accurately and in a timely manner
- Timely and regular attendance is required to ensure work flow is not interrupted
- Assist all employees in department in completing their work when necessary
- Maintain a clean and organized work area
- Adhere to all company policies and procedures

Physical Requirements & Working Conditions: The following are the physical requirements of this position, which all workers filling the position must be able to do or withstand each day:

- **Medium work:** Exerting up to 50 pounds of force occasionally, and up to 20 pounds of force frequently, and up to 10 pounds of force constantly to move objects.
- **Vision:** Close visual acuity to perform an activity such as: preparing and analyzing data and figures; viewing a computer terminal; visual inspection involving small defects, small parts, and or operation of machines (including inspection); using measurement devices; and assembly or fabrication of parts at distances close to the eyes. Ability to see color.
- **Stooping:** Bending body downward and forward by bending spine at the waist.
- **Kneeling:** Bending legs at knee to come to a rest on knee or knees.
- **Crouching:** Bending the body downward and forward by bending leg and spine.
- **Reaching:** Extending hand(s) and arm(s) in any direction.
- **Standing:** Remaining upright on the feet, particularly for sustained periods of time.
- **Walking:** Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.
- **Pushing:** Using upper extremities to press against something with steady force in order to thrust forward, downward or outward.
- **Pulling:** Using upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion.
- **Lifting:** Raising objects from a lower to a higher position or moving objects horizontally from position to position.
- **Fingering:** Picking, pinching, typing or otherwise working, primarily with fingers.

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- Grasping: Applying pressure to an object with the fingers and palm.
- Feeling: Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.
- Talking: Expressing or exchanging ideas by means of the spoken word; those activities where detailed or important spoken instructions must be conveyed to other workers accurately, loudly, or quickly.
- Hearing: Perceiving the nature of sounds at normal speaking levels with or without correction, and having the ability to receive detailed information through oral communication, and making fine discriminations in sound.
- Repetitive motions: Making substantial movements of the wrists, hands, and/or fingers.
- The worker is subject to temperatures above 90 degrees for periods of more than one hour.
- The worker is subject to vibration: Exposure to oscillating movements of the extremities or whole body.
- The worker is subject to a variety of physical conditions, such as proximity to moving mechanical parts, moving vehicles, electrical current, exposure to high heat and exposure to chemicals.
- The worker is subject to atmospheric conditions: One or more of the following conditions that affect the respiratory system of the skin: Fumes, odors, dusts, mists, or gases.
- The worker is subject to oils: There is air and/or skin exposure to oils and other cutting fluids.

Interested applicants should email their resume and/or application to resume@cz-usa.com.