Bogen Communications, Inc., develops, manufactures, and markets telecommunications peripherals and sound processing equipment. Bogen sells products to commercial, industrial, professional, and institutional customers worldwide, and was founded over 80 years ago. Please visit our website at: www.bogen.com

Job Summary:
As a Strategic Sourcing Engineer with Bogen Communications you will be the Strategic Sourcing point of contact for suppliers engaged in new products. You will be responsible for working with the Bogen’s engineering teams to establish integration of key suppliers into the NPI and Sustaining Engineering activities. This position will be the point of contact for new products and some selective existing products under going design changes or for support in technical issues.

Actively engaging with the NPI and other Engineering Teams to facilitate early supplier involvement during new product introduction. Identify supplier innovation procurement direction to the engineering teams to support opportunities for lower total cost. You will proactively seek new technologies and offer these technologies as solutions where appropriate, and participate to qualify and develop suppliers in accordance with the global sourcing strategy.

Essential Job Functions:
• Act as a technical liaison between suppliers, sourcing managers, and the Bogen engineering community.
• Manage sourcing activity coordination and processes for sourcing duties relating to new product development including leading or participating in supplier selection, capability assessment, quality improvement, and supplier readiness. Typically assigned to technically complex projects.
• Lead or participate in the development and maintenance of supplier process development; supplier scorecards and supplier evaluation.
• Research potential sources of supply for purchased products to ensure prices are globally competitive and sufficient production capacity is available within the supply chain. Understand the market price or “Should Cost” price for key commodity items.
• Research new technologies with potential to enhance existing product offerings or that could provide new avenues for product solutions.
• Develop and implement strategies to improve supplier productivity/quality, and ensure supply chain continuity
• Develop and maintain tracking or other systems to allow for efficient status reporting capability
• Evaluate feasibility and facilitate the implementation of supplier developed content in Bogen product offerings
• Assist implementation and communication of global sourcing strategies.
• Facilitate and lead Value Analysis and Value Engineering (VA/VE) processes.
• Facilitate and lead root cause problem investigation and resolution through design prevention.
• This position requires travel to suppliers and extended travel to Asia for up to 3 weeks.

Job Requirements:
• Bachelor’s Degree in Mechanical, Manufacturing, or Electrical Engineering
• Min.5 years professional experience in procurement, engineering, supply chain and/or quality management
• Three years knowledge of and experience with 3D mechanical computer aided design tools such as Pro-E or similar SW tools
• Knowledge of and able to discuss the manufacturing processes for injection molding, sheet metal, PCBA Assembly and Electronic Assembly and Test
• Experience or advance knowledge of color and color control for paint and plastic resins
• Knowledge of engineering change process requirements and controls
• Proven track record of meeting and exceeding assigned goals and objectives
• Ability to perform in a team environment with excellent interpersonal and communication skills

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Preferences:
• Experience in the Audio Industry/Marketplace is preferred
• MBA or advanced technical degree is a plus
• Knowledge and some implementing and utilizing process control techniques and process capability analysis for critical dimensions or features
• Six Sigma Training
• Knowledge of root cause analysis, and Failure Modes Effects Analysis (FMEA)
• Experience with Design of Experiments (DOE)
• Knowledge and experience with problem solving, process, and improvement tools such as Lean, Six Sigma, Value Stream Mapping, and/or VA/VE
• Project Management certification (PMP) or project management training.
• Ability to manage multiple projects concurrently
• Work attitude that exhibits commitment; ability to work with a variety of personalities; persuasion skills; decision making; dependability; flexibility and adaptability

Competency Attainment Levels:
• Understands inter-relationships among different business disciplines and application in different situations
• Understands concepts of contract law; familiar with UCC at high level
• Understands concepts of US and international business law
• Understands the standard clauses used in Bogen contracts
• Understands trends and developments in supplier technology; has insight into emerging technologies
• Exerts influence over the development and direction of supplier technology
• Understands supplier’s cost structure and elements which determine reasonable cost
• Is familiar with the range of Bogen organizations efforts.
• High level understanding of the Bogen and the role of the organization
• High level understanding of current collaborative efforts among Bogen organizations
• Is an expert in commodity markets pertaining to our products; anticipates and drives leading trends within these markets
• Understands the business implications of various patterns of commodity usage; recognizes sources of competitive advantage through effective commodity use
• Understands the implications of commodity quality for the manufacturing process, and manufacturing cost; makes effective trade-off
• Understands individual products manufactured, including: components, functionality, position in product line
• Develops alternative solutions
• Understands broad impact of issues
• Effectively utilizes resources
• Raise awareness among cross-functional groups and management
• Understands the business strategy at a high level
• Identifies and articulates complex interconnections and relationships
• Sees internal business issues from a larger business perspective; effectively builds meaningful context
• Actively explores possibilities; pursues speculations to determine feasibility
• Writes effective business communications
• Can convey key issues and ideas easily and crisply; is easily understood by a variety of audiences
• Has effective probing and questioning skills; seeks to fully understand other’s perspectives; poses questions for clarification
• Suspends judgment; separates content from the speaker; strives for objectivity
• Sees from the others’ perspectives; is empathetic
• Understands key issues at stake, likely trade-offs, and desired outcomes
• Seeks non-obvious solutions; demonstrates curiosity and creativity
• Demonstrates interpersonal flexibility and savvy
• Understands others intentions, interests, and perspectives; can speak to others in their own terms

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STRATEGIC SOURCING COMMODITY ENGINEER

Competency Attainment Levels (cont’d):
• Facilitates effective collaboration among parties with competing interests and perspectives
• Builds relationships over time through attentive networking
• Identifies and defined critical work issues
• Improves work processes
• Models personal focus and effectiveness
• “Extra mile” efforts on a consistent basis
• Anticipates and responds to customer needs
• Applies learning to benefit the organization
• Takes responsibility for the team as much as self
• Anticipates issues/problems and takes action to resolve
• Initiates new directions and drives them to conclusion
• Gives team direction and focus; assumes a leadership position within the team
• Widely trusted, keeps confidences and admits mistakes
• Fosters an environment of open recognition
• Translates change concepts into practical realities

Additional Important Requirements:
• PASSPORT and VISA: Must possess or have the ability to obtain a US Passport and a Visa to the People’s Republic of China.
• Personality: Self-driven, results-oriented. Responsibility and accountability. Able to get along with others and be a team-player. Reliable and determined. Well-presented and businesslike.
• Personal Situation: Valid Drivers’ License. Able to commute reliably to office base, clients, and vendors. Ability to work extended hours and weekends is required.
• Work Environment: The work is typically performed in cubicle environment
• Physical Demands: The work is typically performed sitting at a desk with intermittent standing or walking. The team member occasionally lifts.
• Supervisory and Management Responsibility: No direct reports.

NOTE: This description excludes non-essential and marginal functions of the position that are secondary to the performance of the fundamental job duties. Furthermore, the specific examples in each section are not intended to be all-inclusive. Rather, they represent the typical elements and criteria considered necessary to perform the job successfully. Other job-related duties may be assigned by the team member’s supervisor. Furthermore, this description is subject to change, at the sole discretion of the Company, and in no way creates an employment contract, implied or otherwise; each team member remains, at all times, an “at will” team member.

Location...................3862 Quadrangle Blvd., Suite 150, Orlando, FL 32817
Hours......................... Normal working hours are 8:30am to 5:00pm Mon-Fri.
                         Earlier hours, weeknights and/or some weekends may be required by management.
Travel......................... Some Domestic and/or International travel may be required.
Telecommute.............NA
Compensation............Competitive starting salary and generous benefits.

Only candidates of interest will be contacted.
Thank you for your interest. Please email your resume with salary requirements to:
estoffer@bogen.com

Bogen Communications, Inc.
New Jersey • Tennessee • Florida