

SPRINGFIELD ARMORY®

JOB POSTING

Direct Link: [2026 Engineering Applications](#)

Title: Process Engineer (Machine Shop)

Status: Full-Time

Description Summary:

Springfield is accepting applications for a Process Engineer to support machining projects. This person will work closely with the manufacturing engineering team to develop and improve processes by studying product and manufacturing methods, driving continuous improvement, new product launch, process, machine, fixture, equipment, gaging, tooling selection, and lean & six sigma fundamentals. Duties and responsibilities for this position follow:

Responsibilities:

- Defines and implements manufacturing processes.
- Implements common methods and systems.
- Supports advanced process.
- Performs simultaneous engineering activities with cross-functional group.
- Continuously improves safety, quality, cost, and responsiveness.
- Estimates new engineering change / project investment.
- Specifies equipment, gaging, and tooling and coordinates procurement.
- Provides engineering support for day-to-day operations.
- Support and actively interact with manufacturing operations group.
- Benchmarks manufacturing systems.
- Provides input for preventive maintenance to the Maintenance organization.
- Develops error-proofing plan.
- Develops and maintains the Bill of Process.
- Develops manufacturing process documentation including Material Flow Diagram, Process Flow Diagram, Process Sheet, Process Element Table, PFMEA, Process Control Plan and Gage Chart.
- Develops Standardized Work.
- Performs Statistical Process Control, Process Capability studies & measurement systems analysis (Gage R&R).
- Other duties as assigned: work may include, but is not limited to above listed responsibilities.

Requirements:

- Computer proficiency with Microsoft Office Suite; MRP systems experience preferred.
- Analytical skills, accuracy, and attention to detail.
- Strong problem-solving ability.
- Ability to maintain confidential information.
- Communicates effectively both verbally and in written form.
- Ability to collaborate within all levels of the organization.
- Strong organizational skills and engineering discipline.
- Proficiency and experience with firearms preferred.
- Ability to interpret data, learn, adapt, and accommodate change.
- Ability to work individually with minimal supervision.

Education:

- Bachelor's degree in Mechanical Engineering, Engineering Technology, Industrial Engineering or applied science desired.
- Technical knowledge and ability in process engineering disciplines.
- Knowledge and ability to implement Lean Manufacturing principles.

Experience:

- Demonstrated leadership skills, analytical ability, communication, and interpersonal skills required to lead and build relationships with Manufacturing Engineers, team members and customers to solve problems and resolve issues.
- Demonstrated ability to manage multiple projects and assignments with medium level of autonomy and high accountability for results.
- Demonstrated ability in project management skills.
- Experience with machining processes, machines, tools, and fixtures.
- Experience with gaging equipment and systems.
- Experience with cutting tools and toolholding systems.
- CNC programming and CMM programming experience preferred.
- Program & Project Management experience preferred.
- Machine Run-off, PPAP experience preferred.
- Experience with CAD systems, SolidWorks preferred.
- Previous work or internship experience in automotive industry or another related field preferred.
- Possesses appropriate training and knowledge of applicable state and federal laws.

Compensation:

Springfield offers a competitive salary and extensive benefits package which includes a generous, comprehensive, and affordable health plan in addition to dental, vision, life, disability, flex, 401(k), and other options. To learn more about Springfield Armory products and services visit www.springfield-armory.com. (70,000-90,000)

Submit Resume and/or Contact Information for Consideration

Follow link to complete inquiry form. Attach resume and provide accurate contact information.

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Springfield Inc. is an Equal Opportunity Employer

Approved for Posting: TN
Posting Closes: When Position is Filled.



