

POTTORFF®

Title: **Finishing Engineer**
Reports to: Plant Manager

Location: Fort Worth, TX
FLSA: Salaried, Exempt

General Summary

The Finishing Engineer is responsible for overseeing all aspects of the finishing process, powder coating, pretreatment, and curing processes, ensuring high-quality finished products, regulatory compliance, process optimization, and efficient material management. This role leads continuous improvement efforts within the finishing department while maintaining strict environmental and safety standards.

Essential Duties and Key Responsibilities

- Develop, optimize, and document standard operating procedures (SOPs) for paint and pretreatment processes
 - Monitor and perform quality inspections and testing on finished goods
 - Maintain and control pretreatment chemical concentrations through routine titration and system monitoring
 - Monitor powder paint storage conditions and manage inventory levels
 - Ensure all wastewater documentation and regulatory requirements are up to date and compliant with city and environmental regulations
 - Ensure adherence to OSHA and environmental health & safety standards
 - Maintain quality control documentation, inspection records, and test results
 - Collaborate with powder paint and pretreatment chemical vendors to ensure optimal product performance for specific applications
 - Troubleshoot and resolve finishing defects such as orange peel, poor adhesion, flaking, improper cure, or contamination issues
 - Drive continuous improvement initiatives to increase efficiency, reduce defects, and minimize waste
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Education / Experience Requirement

- Four-year degree in Manufacturing/Mechanical Engineering.
- Three (3) to five (5) years of experience required in this type of role with demonstrated improvement changes.
- A thorough understanding of powder coat paint processes.
- A working knowledge of paint equipment, processes and control components, etc.
- A working knowledge of Lean Manufacturing principles.
- A good understanding of Safety Programs and objectives.

Skills & Competencies

- Previous experience in powder coating, finishing engineering, or a related manufacturing leadership role
- Strong understanding of powder application systems (spray guns, booths), cure ovens, and wash/pretreatment systems
- Demonstrated knowledge of paint defect root cause analysis and corrective actions
- Experience with chemical titration and pretreatment process control

- Ability to work independently and make data-driven decisions
- Strong problem-solving and troubleshooting skills
- Ability to perform in a fast-paced manufacturing environment
- Strong documentation and organizational skills

Other Duties and Responsibilities

- This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organization.