

Job Title: Controls Engineer – Industrial Automation**Department:** Engineering**Reports To:** Software Engineering Manager**Employment Type:** Full-Time**Position Summary**

We are seeking a motivated and detail-oriented Controls Engineer to support our Industrial Automation engineering team. This role is responsible for designing, programming, troubleshooting, and supporting control systems for automated machinery, production lines, robotic cells, and custom equipment.

The Controls Engineer will work closely with mechanical engineers, project managers, electricians, and fabrication teams to ensure systems are reliable, efficient, and installation-ready.

Key Responsibilities

- Design and develop control software for industrial automation equipment
- Program and troubleshoot PLCs, HMIs, machine vision, and industrial networks
- Support integration of robotic systems, other control elements, and automated production equipment
- Assist with system startup, commissioning, and on-site troubleshooting
- Diagnose and resolve controls-related issues during production and field service
- Collaborate with mechanical engineers and fabrication teams during machine build and installation
- Maintain project documentation, revision control, and backup files
- Support continuous improvement initiatives for machine performance and reliability

Qualifications

- Associate or Bachelor's degree in Controls or Electrical Engineering, Mechatronics, or related field preferred
- 2+ years of controls engineering or industrial automation experience
- Experience programming PLCs and HMIs (Allen-Bradley, Siemens, or similar platforms)
- Familiarity with industrial automation systems and electrical troubleshooting
- Ability to read and interpret electrical schematics and technical documentation

Preferred Experience

- Experience with robotic systems, pneumatics, and machine vision systems
- Knowledge of industrial communication protocols (Ethernet/IP, Modbus, ProfiNet, etc.)
- Experience with Ignition HMI development tools
- Experience with servo systems, VFDs, and motion control
- Experience supporting machine startups and commissioning

Skills & Competencies

- Strong troubleshooting and problem-solving skills
- High attention to detail and system reliability
- Ability to manage multiple projects and deadlines
- Strong communication and collaboration skills
- Organized and process-driven
- Ability to work independently and as part of a team

Work Environment

- Office-based with regular interaction with engineering and manufacturing teams
- Occasional travel for machine startup, installation, and customer support
- Combination of computer-based programming/design work and hands-on troubleshooting

Compensation & Benefits

- Competitive salary
- Health, dental, and vision insurance (all 100%)
- Paid time off and holidays
- 401(k) with company match (4%)
- Opportunities for advancement