Mechanical Engineering Manager

Louisa, Virginia | Full-time
On-site preferred; hybrid flexibility considered

Duravex: Who We Are

Duravex is a growing manufacturer based in Louisa, Virginia, designing and building custom machinery, turnkey mechanical systems, exhaust products, and data infrastructure equipment. Our capabilities include sheet metal fabrication, welding, machining, coatings, mechanical assembly, and UL 508A industrial control panels.

Our engineers work directly with customers and the people who build our products. You can develop a concept, see it take shape on the manufacturing floor, and help deliver a working system. As we grow, we are looking for a leader who wants to build both exceptional equipment and a stronger engineering team.

What You'll Do

As Mechanical Engineering Manager, you will lead and develop the engineering team while personally performing mechanical and machinery design work. You will own engineering priorities, technical execution, and team performance across custom equipment, our exhaust product line, and data infrastructure projects. You will also oversee the quoting engineer.

This is a working engineering leadership role, not a management-only position. We need someone who can work through a challenging design, coach an engineer, make sound technical decisions, and keep projects moving from concept through build and testing.

Key Responsibilities

- **Lead and grow the team.** Manage, coach, and develop engineering staff; set clear expectations; address performance; and recruit the talent needed as the business expands.
- **Stay hands-on with design.** Personally develop machinery concepts, layouts, mechanisms, and assemblies, including calculations, component selection, detailed drawings, and bills of material.
- **Own engineering execution.** Plan workloads, assign project ownership, establish achievable schedules, lead design reviews, and resolve technical issues before they become production delays.
- **Strengthen technical decisions.** Evaluate loads, motion, materials, fits and tolerances, safety, and serviceability. Challenge assumptions and support decisions with calculations, testing, and practical engineering judgment.
- **Oversee quoting engineering.** Review concepts, scope, technical assumptions, component selections, engineering effort, and risks. Coordinate with Sales and Operations so proposals reflect a sound, buildable solution.
- **Improve engineering systems.** Strengthen design standards, drawing quality, BOM accuracy, design reuse, and release discipline using Autodesk Inventor, AutoCAD, and Vault. Maintain document and change control consistent with AS9100 requirements.
- **Connect design to the build.** Work with manufacturing, quality, purchasing, and electrical/controls resources to resolve integration issues, support first builds and testing, and incorporate lessons into future designs.
- **Represent engineering with customers.** Clarify requirements, explain design tradeoffs, manage technical changes, and help resolve equipment or field issues with clear communication and follow-through.

What You Bring

- A bachelor's degree in Mechanical Engineering or a related engineering discipline, plus at least 5 years of progressively responsible mechanical or machinery design experience.

- At least 3 years leading engineers or technical teams, with demonstrated ability to coach people, establish priorities, hold others accountable, and improve results.
- A record of personally designing machinery, industrial equipment, or mechanical systems from concept through detailed design and build support. Strong CAD skills alone are not enough.
- Strong mechanical fundamentals and practical knowledge of mechanisms, component selection, fabrication, welding, machining, assembly, and design for manufacture and service.
- Strong 3D CAD capability. Autodesk Inventor experience is preferred, along with familiarity with AutoCAD and Autodesk Vault or a comparable product data management system.
- Sound project and commercial judgment, clear customer communication, and the initiative to make decisions, address problems, and develop the people around you.

Experienced senior or lead engineers who have already taken responsibility for people, technical decisions, and project delivery are encouraged to apply, even if their current title is not Engineering Manager.

Why Duravex?

This is an opportunity to shape an engineering organization while staying close to the work that made you an engineer. You will influence team development, design standards, engineering tools, and the products we build. Your work will be visible in the shop, in customer installations, and in the capability of the team you develop.

We offer varied technical work, direct collaboration with company leadership, competitive compensation and benefits, and opportunities to take on broader responsibility as the company grows.

Work Arrangement

Our preference is an on-site role in Louisa, but we are open to a hybrid arrangement for a strong candidate. Regular in-person engagement will be important for leading the team, reviewing designs, and supporting manufacturing. We value great talent and will consider flexibility that supports both effective leadership and project execution.

Apply

Apply through Indeed or send your resume to careers@duravex.com.