**Job Title**: Bullet Development Engineer **Department**: New Product Development Team  
**Supervisor**: President **Department Head**: President

**Job Summary**: The Bullet Development Engineer will help generate new bullet concepts, will plan resources, develop timelines, design new tooling, gauges, and processes, produce prototypes, test performance, analyze results, finalize specifications, and assist Operations with integrating the new products into mass production, all while providing regular status updates to the New Product Development Team.

**Essential Functions of the Job** (listed in order of importance):

1. Develop tooling, gauging, and processes that take new bullet concepts into production.
   1. Develop an in-depth understanding of Sierra’s current bullet production equipment and processes.
   2. Work with 3D CAD software to generate new tooling, gauging, and bullet designs.
   3. Generate prints, preferably using GD&T as per ASME Y14.5-2018 standard.
   4. Set up initial Material Specifications, Process Records, Inspection Reports, and Test Requirements.
   5. Generate SOP’s for new work processes.
2. Project Management
   1. Estimate costs, manpower requirements, and develop project budgets and timelines.
   2. Anticipate, detect, and prevent issues from arising that might derail a project.
   3. Coordinate tooling & gauge production and machine time with other departments.
   4. Summarize and present data and provide regular status updates to the New Product Development Team.
   5. Work with Accounting to capture standard costs, material usage, and help enter new products in Sierra’s ERP system.
3. Produce and Test Prototypes
   1. Manage and coordinate the day-to-day activities of a small team of Technicians that will assist with the production and testing of prototypes.
   2. Adhere to Sierra’s current safety practices and help set new safety standards as work processes and procedures are updated.
   3. Plan multiple design and test iterations to efficiently achieve the project objectives.
   4. Capture inspection and test data, analyze and interpret the results using modern SPC concepts to understand process capability in relation to product specifications.
   5. Flexibility in work schedule is required to make effective use of Sierra’s equipment and shooting ranges; may require some evening and weekend shifts.

**Secondary Job Functions**:

1. Model new bullet designs in Prodas; generate exterior ballistics data in Sierra Infinity.
2. Use JMP or Minitab to analyze data and plan DOEs.
3. Develop safe loads, handload ammunition, and shoot tests.
4. Use basic machine tools such as a manual lathe, milling machine, grinder etc. to modify existing tooling.
5. Represent Sierra at tradeshows or shooting events; be able to educate consumers about Sierra products.

**Skills Required to Perform the Duties of the Job**:

1. Highly skilled with CAD software and proficient in generating prints.
2. A demonstrated understanding of manufacturing processes and the tolerance capabilities of milling, turning, grinding, lapping, casting, and welding processes.
3. A demonstrated understanding of Geometric Dimensioning and Tolerance standards.
4. A demonstrated understanding of ballistics theory and what it takes to produce precision bullets that will achieve the desired terminal performance.
5. A demonstrated understanding of working with conventional bullet construction materials (gilding metal jackets, lead alloy cores, polymer tips) as well as alternative materials such as copper, zinc, powdered metal, steel, and tungsten.
6. Highly skilled with MS Word and Excel; proficient with MS PowerPoint, some experience with MS Project.
7. Able to work in a fast-paced environment, meeting deadlines in an accurate and timely manner.
8. Excellent communication (in the English language), interpersonal, supervisory, and relationship building skills.

**Education & Experience Required to Perform the Duties of the Job**:

1. Bachelor’s degree in Engineering with 3+ years of experience with developing bullets, or, 10+ years’ experience in the ammunition industry developing bullets.

**Physical Requirements to Perform the Duties of the Job**:

1. Sitting, standing, walking, pushing, pulling, lifting, grasping, stooping, kneeling, and reaching.
2. Close visual work, ability to read fine specifications on technical drawings.
3. High level of desk/seated activity.
4. Lift, push, pull and/or carry 40 pounds.

**Licensing or Other Special Requirements**:

1. Valid Driver’s License with clean driving record.
2. Eligible to possess firearms and ammunition under both Federal and Missouri State regulations.
3. Legally eligible to work in the US and to handle ITAR controlled documents.

Exempt \_\_ X\_\_\_ Non-Exempt \_\_\_\_\_

This company reserves the right to modify, interpret, or apply this job description in any way the company desires. This job description in no way implies that these are the only duties, including essential duties, to be performed by the employee occupying this position. This job description is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.  The responsibilities, tasks, and duties may differ from those outlined in the job description and other duties, as assigned, may be required.  This document does not create an employment contract.  Employees are employed on an “at will” basis and may be terminated at any time.