**JOB DESCRIPTION**

| Position Title | Mechanical Engineer |
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| Primary Location | America Free Zone, Heredia, Costa Rica |
| Available for remote work | No |
| Condition of Job | **Full Time –Permanent – Monday to Friday** |

## ABOUT HCL TECHNOLOGIES

**HCL Technologies** is a next-generation **global technology company** that helps enterprises reimagine their businesses for the digital age. Our technology products, services, and engineering are built on **four decades of innovation**, with a world-renowned management philosophy, a strong culture of invention and risk-taking, and a relentless focus on customer relationships.

HCL also takes pride in its many diversities, social responsibility, sustainability, and education initiatives. Through its worldwide network of R&D facilities, co-innovation labs and global delivery centers, and over **209,000+ 'Ideapreneurs' across 52+ countries**, HCL delivers holistic services across industry verticals to leading enterprises, including 250 of the Fortune 500 and 650 of the Global 2000.

We offer an integrated portfolio of products, solutions, services, and IP through our Mode 1-2-3 strategy, built around Digital, IoT, Cloud, Automation, Cybersecurity, Analytics, Infrastructure Management, and Engineering Services, amongst others.

## ABOUT THE ROLE

The position of Mechanical Engineer is at **America Free Zone, Heredia, Costa Rica** supporting to top leading industry customers around the world. This role will participate in **feature definition, complex machine and product design and requirement verification** as part of a dynamic Agile team. This individual will contribute as part of team to promote a culture of quality to resolve product issues before field release. The ideal candidate will **value culture** as much as technical skill.

This job description will be reviewed periodically and is subject to change by management.

## PURPOSE OF THE JOB

We are looking for Mechanical Engineers at all levels of seniority, from Associates to Principals to join our team in HCL Costa Rica. You will be part of a team that will:

- Understands the customer's requirements and quality expectations and define a technical design of existing and/or new product development enterprises.
- Work in project governance and enterprise customer management.
- Help with detailed design of product, process and machines, including risk management, validation protocols and reports drafting, execution and documentation; assessment of requirements, planning of verification, execution of validation plans, and operations transferring of knowledge.

- Manage complex machine, process and product development for a large-scale highly regulated medical device´s company.
- Evaluate and mitigate risk on new and existing product and process development incursions for medical devices, among other responsibilities.

## RESPONSIBILITIES / A DAY AS A MECHANICAL ENGINEER:

- Proactively gain proficiency as an **expert user of used team's software and design systems to understand customer' experience and quality expectations.**
- **Translate feature requirements into drawing specifications.**
- Develop new **strategies for complex machine design** to optimize product and process development.
- **Promote new technologies and design practices** within the team.
- **Provide design review feedback** to foster design best practices within the team.
- Receives general direction, exercises considerable discretion as to **personal work details** as well as the work details of other technical personnel.
- Performs complex assignments requiring a **high degree of technical competence**.
- **Interacts with functional groups** as necessary to conduct feasibility studies, technology assessments, concept studies, or benchmarking studies.
- Reviews, **generates**, and approves related inputs such as **drawings and specifications**.
- **Evaluates vendor capabilities** to provide required products or services.
- Consolidates results of design elements of major projects for purpose of design review.
- Integrates multiple approaches to **solve problems or optimize solutions** in complex or cross functional manufacturing processes or product designs.
- Creates efficient **protocols for validation** of complex system functions and defines validation process.
- Generate, Support, Review and Approve **Validation Plans, User Requirement Specifications, Protocols and Reports and Traceability Matrices** related to Validation/Qualification of Facility, Utility, Equipment and Non-Product Software.
- Perform quality system inspections in order to determine **compliance to FDA, ISO, and internal quality systems requirements**.
- **Adhere to regulatory standards** associated with design and manufacturing of medical systems
- Participate in **continuous improvement initiatives** to assure continuation of quality measurement, planning, and improvement.
- **Perform qualifications assigned**.
- Participate in internal and **regulatory agencies audits.**
- **Support investigation of reported field issues to identify root cause**
- Perform any other assigned responsibility.

## BASIC QUALIFICATIONS / QUALITIES WE LOOK FOR:

- Demonstrated ability as a **self-learner**
- **BS degree in technical discipline** such as (but not limited to): Mechanical Engineering, Electro-Mechanical Engineering, Mechatronic Engineering, Industrial, Engineering, Process Engineering, Industrial Production Engineering and Electro-Mechanical Engineering; and **at least 4 years of relevant technical experience**.
- **At least 3 years of Research and Development (R&D) / Process Development / Product Development experience** in any regulated industry**.**

- Proficient with **CAD software** for Concept Design: Part, Assembly and Drawing modelling such as: **SolidWorks, Autocad and/or Unigraphix**.
- Demonstrated experience in **readability of Engineering Drawings and Schematics** and capability to handle legacy drawings data, system requirement understanding and geometric dimensioning and tolerances guidelines and analysis, based on **ASME Y14.5.**
- Demonstrated experience on **Design for Manufacturing and Assembly**.
- **At least an English Level B2 (70%-79%).**

## PREFERRED QUALIFICATIONS / BONUS POINT IF YOU HAVE:

- **Master´s Degree in any Engineering related field** such as (but not limited to): Mechanical Engineering, Electro-Mechanical Engineering, Industrial Engineering, Electronic Engineering, Electrical Engineering, Chemical Engineering, Medical Devices, Modern Manufacturing Systems and Software Engineering.
- Experience with **Unigraphics** software for Engineering Drawing Design.
- **2+ years as Project lead** with demonstrated evidence of ability to manage multiple projects, strategic prioritization of activities and managing cross-functional team's stakeholders and/or requirements within Operation and Manufacturing.
- Experience on Agile and Waterfall methodologies for **Project Management**.
- **3+ years in Medical Device Product Research and Development (R&D) experience.**
- Experience in **detailed design of complex** parts and machines and **mechanical hardware selection.**
- Familiarity with industry standard processes for **Engineering/Design Change Orders**.
- Familiarity with medical domain knowledge and awareness of **ISO 13485, ISO 14971 and FDA Quality System Regulations** and the ability to apply that knowledge with an understanding of business operations to achieve regulatory compliance, design transfer and process control.
- Knowledge in **Risk Management**, Risk Management Planning, Hazard Analysis, DFMEA, UFMEA or any other risk management **tool and/or methodology.**
- Familiarity in **design validation activities,** design verification **protocols & reports**, **test method development & validation and traceability matrix**.
- Capable **working directly with customer**.
- Experience at an **international / Multinational manufacturing company**.
- Experience in **IQ/OQ/PQ** (Installation Qualification/Operational Qualification/Process-Performance Qualification) drafting, submission, review and approval.
- Experience using **statistical software tools** such as **Minitab** or SPSS.

## COMPETENCIES:

- **Critical thinking / Problem-solving.**
- **Communication**, written and verbal.
- **Continuous learning.**
- **Teamwork / Collaboration** with cross-functional teams.
- **Adaptability /** Work with minimal direction**.**
- **Innovative and resourceful.**

## SPECIAL POINT OF INTEREST:

- Competitive salary according to experience and knowledge.
- Life and medical insurance.

- Tuition reimbursement.
- Opportunity to belong to a multinational with more than 187 thousand employees around the world focused on innovation.
- Be a key player on One of the most trusted organization worldwide.
- And many more benefits…

## READY TO APPLY?

- If this job sounds like a fit for you, then send your resume in English format to ALL of the following mails below. Good luck!
    - hectorfernando.ramir@hcl.com
    - gerald.delgadochaves@hcl.com
    - mauricioarturo.cambr@hcl.com