

Eaton B-Line

We make what matters work. Everywhere you look—from the technology and machinery that surrounds us, to the critical services and infrastructure that we depend on every day—you'll find one thing in common. It all relies on power. That's why Eaton is dedicated to improving people's lives and the environment with power management technologies that are more reliable, efficient, safe and sustainable. Because this is what matters. We are confident we can deliver on this promise because of the attributes that our employees embody. We're ethical, passionate, accountable, efficient, transparent and we're committed to learning. These values enable us to tackle some of the toughest challenges on the planet, never losing sight of what matters.

OPENING POSITIONS

Commercial Spot Welder 3rd Shift

Locations: Sherman, Texas

Categories: Manufacturing & Operations

Job Description:

Eaton in Sherman, TX is seeking a full-time Spot Welder- Commercial individual to work third shift. Primary responsibilities include spot-welding various sizes of enclosures, ensuring with quality and efficiency.

Job Functions:

- Use spot welding equipment, welds appropriate parts together based on specifications.
- Runs samples and checks product quality against prints.
- Adjusts spot welder to properly weld material based on thickness and finish.
- Performs all quality checks, fills out Daily Activity Reports and enters time recording in SAP.
- Changes welding tips as necessary.
- Performs 5S & Continuous Improvement activities.
- Other duties as assigned.

Basic Qualifications:

- High school diploma or GED from an accredited institution
- No relocation benefit is being offered for this position. Only candidates that currently reside within the immediate geographical area of Sherman, TX will be considered
- Must be legally authorized to work in the United States without sponsorship

Preferred Qualifications:

- Spot-welding experience
- Basic computer skills

Position Criteria:

- Able to read, interpret blueprints and use simple measuring tools
- Able to lift up to 40 lbs

Job: Manufacturing & Operations

Region: North America – US/Puerto Rico

Organization: EPG BLD BLine Division

Job Level: Entry Level

Schedule: Full-time

Is remote work (i.e. working from home or another Eaton facility) allowed for this position?: No

Does this position offer relocation?: No

Travel: No

Requisition ID: 043711

Commercial Assembler 2nd Shift

Locations: Sherman, Texas

Categories: Manufacturing & Operations

Job Description:

Eaton in Sherman, TX is seeking a full-time Assembler- Commercial to work second shift.

Job Functions:

- Affixes a variety of sub-assemblies to inside of enclosures and metering products following print layouts, verbal and written instructions.
- Uses pneumatic and manual hand tools to secure the component parts as appropriate.
- Labels enclosures with appropriate product information.
- Checks quality of assembled parts and finished enclosure.
- Lifts finished enclosures into boxes for shipment, cuts, forms and tapes boxes for appropriate sizing using hand tools.
- Palletizes boxes.
- Performs first article inspections.
- Performs 5S & Continuous Improvement activities.
- Other duties as assigned.

Basic Qualifications:

- High school diploma or GED from an accredited institution
- Must be legally authorized to work in the United States without company sponsorship
- No relocation benefit is being offered for this position. Only candidates that currently reside within the immediate geographical area of Sherman, TX will be considered

Preferred Qualifications:

- Experience in a machine shop/sheet metal processing manufacturing environment
- Assembly or subassembly experience in a production environment
- Experience reading blueprints and using simple measuring tools

Position Criteria:

- Ability to lift 40 lbs occasionally to frequently (33-66%) and up to 75 lbs. occasionally
- Ability to stand for eight hours plus and perform repetitious tasks
- Ability to read blueprints and use simple measuring tools
- Ability to follow directions, work independently and close attention to detail
- Work as part of a team having responsibility for assembling an entire product or component of a product

Job: Manufacturing & Operations

Region: North America – US/Puerto Rico

Organization: EPG BLD BLine Division

Job Level: Entry Level

Schedule: Full-time

Is remote work (i.e. working from home or another Eaton facility) allowed for this position?: No

Does this position offer relocation?: No

Travel: No

Requisition ID: 043708

Human Resources Manager

Locations: Sherman, Texas

Categories: Human Resources

Job Description:

Eaton's B-Line Division is seeking a Human Resources Manager. The Human Resources Manager will be based at our Sherman, TX facility.

Position Overview:

As an integral part of the site leadership team this role will identify, develop and deploy business-driven HR strategies designed to attract, manage, develop, motivate and retain key people while creating a high-performance, sustainable organization capable of achieving the business objectives and action plans.

This HR professional is accountable for the oversight and management of all elements of operational HR including performance and talent management, employee development and succession execution, disciplinary and policy management, engagement, compensation and benefits.

Essential Responsibilities

Culture and Organization Effectiveness:

Understand the business strategy and identify opportunities to improve organizational capability and drive culture change to align the organization with the strategy. Must have the ability to diagnose gaps between current and desired organization performance and deploy actions to resolve gap, including organization redesign, process change, coaching and training. Ensure organization practices align with Eaton Philosophy.

Performance Management:

Through the performance management system assure that annual employee job performance assessments are conducted. This includes the annual goal setting process, the annual assessment process and periodic feedback sessions that strive to raise the performance bar in the organization. Provide coaching and consulting to business leaders on effective performance management intervention.

Employee Communications:

Advocate employee communications processes that inform employees as well as to assure two way communications between employees and management.

Coaching, Consulting and facilitating:

Provides guidance and direction to business leaders on human resource management policies, processes and systems.

Training and Development:

Manage these processes to facilitate employee development - Legal Compliance: Assure that the business has in place processes that comply with country legal requirements in the areas of employment and employment administration

Compensation:

Administer compensation programs to assure competitive pay practices through systems that strive to reward superior employee performance

Employee & Labor Relations:

- Promotes positive employee relations and employee engagement.
- Demonstrated ability to work effectively with unions and experience in contract negotiations.

Talent Management and Retention:

- Develop talent acquisition plans that anticipate short/long-term business needs.
- Coach others on how to engage and retain key talent, identify when there is a retention risk and differentiate between wanted and unwanted turnover
- Proactively prepare and present regular and ad-hoc workforce reports, incorporating key metrics such as: headcount, hiring, and attrition, to support strategic initiatives
- Foster a culture where ownership of health and safety is embraced by all employees. Utilize Management of Environmental, Health and Safety (MESH) to ensure compliance with provincial safety requirements and drive “zero incidents” culture.

Key Competencies:

- Conflict Management
- Developing Direct Reports
- Intellectual Horsepower
- Interpersonal Savvy
- Managerial Courage
- Motivating Others
- Organizational Agility
- Drive for Results
- Building Effective Teams

Basic Qualifications:

- Bachelor’s Degree from an accredited institution required
- Minimum 5 years of manufacturing HR experience required
- Must be legally authorized to work in the United States without company sponsorship

Preferred Qualifications:

- Progressive Labor experience in a dynamic union free facility
- Masters or MBA

Job: Human Resources

Region: North America – US/Puerto Rico

Organization: EPG BLD BLine Division

Job Level: Individual Contributor

Schedule: Full-time

Is remote work (i.e. working from home or another Eaton facility) allowed for this position?: No

Does this position offer relocation?: Relocation from within United States and / or Puerto Rico

Travel: Yes, 10 % of the Time

Requisition ID: 044843