

Engineering & Technical

Experienced

Process Engineer

Full Time - Integrated Assemblies - Motherson Sequencing and Assembly Services (MSAS) - Saltillo, Mexico

At Motherson, we're committed to creating long-term jobs and advancing global careers. Featured on TIME's World's Best Companies list, we are a diversified global design, engineering, manufacturing, assembly and logistics specialist, delivering full-system solutions to customers across industries. With a focus on innovation, quality and sustainability, we strive to be a trusted industrialisation partner and an employer that nurtures a diverse, inclusive workplace.

Our Integrated Assemblies division leads in automotive innovation, specialising in premium module assembly and cockpit module integration. We collaborate with customers to deliver cutting-edge solutions supporting electrification. Join us to work with advanced technology and shape the future of automotive innovation.

What you'll do

- Create/update process flows, PFMEAs, and work instructions for new products and engineering changes.
- Perform MTM-UAS time studies and line balancing to meet takt requirements; update as needed.
- Update layouts and implement technical changes to improve efficiency and process performance.
- Ensure ergonomic compliance per Medical Dept. studies.
- Define and control process parameters for equipment, machinery, and tools.
- Specify/request equipment based on ECM analysis.
- Support failure analysis and process improvements.
- Approve packaging for optimal logistics flow.
- Apply OES principles; meet efficiency targets/KPIs.
- Drive CIP initiatives and improvements.
- Define MOD/MOI headcount; implement controls and poka-yokes.
- Analyze work content; present weekly CI updates.
- Ensure HSE, quality, compliance, and IT issue reporting.
- Generate ≥24 annual improvement ideas for efficiency.

What we are looking for

- Bachelor's degree in mechanical engineering, industrial engineering, mechatronics engineering, or related field
- 2+ years of experience in the automotive industry
- Knowledge of Core Tools (APQP, PPAP, MSA, SPC, FMEA)
- Knowledge of Lean Manufacturing (VSM, Kanban, 5S, JIT, TPM, Six Sigma, Visual Management, and SFM)
- Knowledge of FMEA, 8D, Yamazumi methodology, and Ergonomics (REBA, RULA, or OWAS).
- IATF 16949, ISO 9001, and ISO 14001 requirements
- Proficient English required

What we offer

- A pleasant working atmosphere, with good career opportunities.
- Build knowledge with varied and exciting assignments.
- We show our commitment to our people via the following values:

Interest for each other: We act with empathy and care about each other and our counterparts.

Together: We work together collaboratively and selflessly.

Trust: We say what we mean, keep our promises, and treat others with respect.

Respect: We respect and value people of all backgrounds.

Enthusiasm: We are curious, ambitious, passionate, humble, and life-long learners.