

Experienced

Jr. Engineer

Modules & Polymer Products - Motherson Technology Services Limited (MTSL) - Pune, India

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 Modules and Polymer division leads automotive innovation, producing everything from plastic components to complex integrated systems. Trusted by major OEMs worldwide, we also specialise in mould design, tooling, and high-quality upholstery for passenger vehicles. Join us in shaping the future of mobility.

What you'll do

- Perform **appearance approval** of components/products according to approved quality standards, drawings, samples, and specifications.
- Inspect parts and identify **NC (Non-Conforming) parts**, ensuring proper segregation, identification, and handling to prevent mixing with OK parts.
- Check and identify various **moulding defects**, such as short moulding, flash, sink marks, burn marks, flow marks, weld lines, and other visual defects.
- Inspect products for **coating defects**, including scratches, uneven coating, color variation, peeling, bubbles, and other surface-related defects.
- Ensure proper **ESD protection** while handling ESD-sensitive components and follow required ESD control procedures.
- Follow required **PPE (Personal Protective Equipment)** standards and ensure safe working practices.
- Prepare **Rejection Notes / Scrap Movement Tickets** for rejected and scrap parts and ensure proper movement and disposal as per procedure.
- Monitor quality and production issues and perform **Andon escalation** to the concerned team for timely corrective action.
- Maintain **Hold Records** for rejected, doubtful, or suspected parts and ensure proper identification and disposition.
- Follow and maintain **5S standards** in the workplace, including sorting, organizing, cleaning, standardizing, and sustaining.
- Identify process and workplace improvement opportunities and participate in **Quick Kaizen** activities.
- Provide **suggestions** for improving quality, productivity, safety, cost reduction, and process efficiency.
- Operate **VMS (Visual Management System)** and update/monitor relevant production and quality information.
- Coordinate with production, quality, and other concerned departments for timely resolution of quality issues.

What we are looking for

- **Appearance Approval** – Checking and approving product appearance as per quality standards.
- **NC Part Handling** – Identification, segregation, and proper handling of non-conforming parts.
- **Moulding Defect Knowledge** – Understanding and identifying common moulding defects and their causes.
- **Coating Defect Knowledge** – Identifying coating-related defects and supporting corrective actions.
- **ESD Protection & PPE** – Knowledge of ESD protection requirements and proper use of PPE.
- **Rejection Note / Scrap Movement Ticket** – Preparing and handling rejection documentation and scrap movement records.
- **Andon Escalation** – Escalating quality or production issues through the Andon system for quick action.
- **Hold Record** – Maintaining proper records for parts or materials placed on hold.
- **5S** – Following and maintaining 5S standards for a clean, organized, and efficient workplace.
- **Quick Kaizen** – Identifying small improvement opportunities and implementing practical solutions.
- **Suggestions** – Contributing improvement ideas related to quality, productivity, safety, and process efficiency.
- **VMS Operation** – Knowledge of operating VMS and following the required process and controls.

What we offer

We offer a professional and quality-focused working environment where employees can develop their technical skills, improve their knowledge, and contribute to continuous improvement.

- **Quality & Process Excellence** – Strong focus on product quality, defect prevention, and process improvement.