

Engineering & Technical

Experienced

Robot Tightening Programmer

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

- Define specs for new equipment; track build, delivery, installation, and acceptance; issue flowcharts; set routines; release process docs; lead FMEA; capture lessons learned and best practices.
- Optimize torque, angle, and sequences; monitor data for defects; support error proofing/traceability; collaborate to reduce defects; train teams on procedures.
- Program, test, and debug; configure paths/TCP; integrate with PLCs, sensors, vision; troubleshoot faults; optimize cycles; calibrate; support install/ramp-up; maintain programs/docs; ensure safety compliance; train users.
- Analyze productivity; drive action plans; improve equipment performance.
- Troubleshoot; provide site/remote support; resolve issues; standardize tools/processes; support launches.
- Follow ISO 14001 EMS; ensure HSE compliance.
- Support PM/CM; improve uptime; analyze data; ensure safety standards.

What we are looking for

- Bachelor's Degree in Engineering or Robotics
- Skilled in Fanuc/UR/Yaskawa, RoboGuide simulation, vision systems (2D/3D Fanuc)
- PLC, MES, HMI knowledge: Siemens (TIA, Step 7), Rockwell (Studio 5000)
- Programming: NI, C, VB; modular PLC code (AOIs, UDTs)
- Familiar with Atlas Copco/Weeber tightening; torque principles/sequences
- Industrial networks: EtherNet/IP, Profinet, Modbus, Profibus
- Maintenance, troubleshooting, calibration, uptime optimization
- Availability to travel for new facilities and support

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.

Togetherness: 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.