



KENNAMETAL®

Position Description

This document is designed to describe the position, its purpose, reporting relationships, key metrics and accountabilities, or expected outcomes. This information is used to determine compensation levels, organize work responsibilities and in the interview process, both for selection and for development.

POSITION TITLE Applications Engineer	APPROVED BY
ORGANIZATION MSSG – Sales	DATE PREPARED June 2006
LOCATION Japan/China/Korea	PREPARED BY

A. KNOWLEDGE AND EXPERIENCE

What is the level and field of formal education and/or prerequisite experience required to acceptably perform the responsibilities of the position?
example: Bachelors degree in Business Administration or Economics or equivalent experience and a minimum of five years experience in multiple areas of accounting.

Degree in Mechanical or Production Engineering. Min 2 years experience in either or all of functions such as process/application engineering, production engineering, tech support, in a cutting tool, manufacturing or machine tool industry. Conversant with determination of process sequencing, selection of cutting tools, run offs, trouble shooting, part programming, trainings etc.

B. KEY ACCOUNTABILITIES

Summarize the top 4-6 regular key accountabilities of the job. Begin with action verbs.

example of one statement: Prepare an annual sales forecast, consistent with product group marketing goals and sales management guidance. Include estimates of sales costs, values of sales, anticipated delivery schedule, gross profit and overall budget for each product.

	ACCOUNTABILITY	Estimated % of total job time
1	To identify conversion opportunities in targeted accounts involving in machining of different materials for sales growth of assigned products	5%
2	To conduct tests & trials of new products to show case cost reductions/productivity improvements using TPRs	40%
3	To study the machining processes employed and suggest tooling centric, machine centric and cell wise productivity improvements using company products for cost reductions to customers on turnkey basis.	20%
4	To help in preparation of engineering proposals for new part machining	10%
5	To conduct tech seminars in customer premises, train field staff.	10%
6	To coordinate with global product marketing team for new products developments, new product launches & promotions	10%

Use additional pages as necessary to fully describe the position accountabilities

Competencies

Competencies are skills or abilities required to perform a specific task or job to achieve a defined outcome. Select the competencies necessary for success in the position from the Kennametal Competency Directory.

Competencies for this position:

Kennametal Leader Profile (For supervisory and management positions):

Performance Driven

Leadership

Communication

Practical Judgment and Disciplined Problem Solving

People Selection

Managing Performance

Other Competencies (8-10 refer to Kennametal Competency Directory)

Integrity

Organization and Planning

Creativity & Innovation

Teamwork

Customer Focus

Persuasion

Strong technical competency

Performance driven. Task and result oriented