

DENNIS GROUP

Career Pathway Packaging Group



Your Journey Starts Here

Below are general guidelines on skills that are expected for our Packaging Engineers at Dennis Group. The skills outlined cover Engineer I, Engineer II, Engineer III, Principal Engineer, and Team Leader.

If you desire to dedicate 100% of your time within your discipline working in projects, you can aim to become a Technical Expert. This position is highly valuable at Dennis Group as we are frequently facing engineering challenges that require a lot of technical knowledge and experience.

If you wish to keep working within your discipline but prefer to assume a leadership position, you can aim to become a Team Lead. It is very important to the growth of the company that we have leaders that can help in the development of our younger employees and the management of resources within each department. Dennis Group offers a variety of resources, training and support for those in leadership positions.

Finally, if you wish to start managing projects, you can aim to become a Project Manager. If you choose this pathway, there is a different document that comprises the skill of different levels of project management.

Packaging Competencies

Project Definition & Proposal	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Survey existing conditions		●	●	●	●
Define project requirements			●	●	●
Coordinate with other disciplines		●	●	●	●
Review Scope with Client – Create and manage needs list			●	●	●
Estimate Packaging Equipment, Construction Costs, and Schedule			●	●	●
Create Assumptions/Exclusions/VE List			●	●	●
Estimate Packaging Engineering Time and Costs			●	●	●
Provide Engineering Proposal to client				●	●
Produce Basis of Design documentation		●	●	●	●

Present Proposal to Client and manage feedback				●	●
Create Design Basis Document & Scope of Work		●	●	●	●
Material and Energy Balance		●	●	●	●

Design Documents (FUSE)	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Identify Units of Operation		●	●	●	●
Create Packaging Flow Diagrams	●	●	●		
Create Material Balance	●	●	●		
Create Speed Matrix/V-Curve		●	●		
Create Packaging Matrix	●	●	●		
Create OEE Worksheet		●	●		
Create Equipment List	●	●	●		
Create Utility Matrix (compressed air, steam, natural gas, power)	●	●	●		
Review Vendor Shop Drawing		●	●	●	●
Review Discipline Coordination Drawings		●	●	●	●

Develop AutoCAD Equipment Layouts	●	●			
Review Packaging Design Documentation			●	●	●
Develop Equipment Specifications (DG standards or customer standards)		●	●	●	●

Procurement	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Equipment Bid Package	●	●	●	●	●
Equipment Installation and Compressed Air Package (for Bid and for Construction)		●	●	●	●
Platform/Miscellaneous Process Metals Installation Package (for Bid and for Construction)		●	●	●	●
Develop Bid Tabulation	●	●	●	●	●
Supplier Selection			●	●	●
Lead Development of FAT Criteria (included in equipment specifications)		●	●	●	●
Develop Schedule A for Sales Agreements for Equipment and Sub-Contracts for Installation		●	●	●	●
Lead Vendor Shop Inspection/FAT		●	●	●	●

Automation Support	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Develop Functional Description and Analysis Documents devices, & other (backflow, metering devices, hose stations)		●	●	●	●
Lead simulation/emulation efforts, interface with Modeling Dept			●	●	●
Analyze and recommend appropriate level of automation			●	●	●
Understand size and placement of control/electrical panels	●	●	●	●	●
Evaluate need for simulation/emulation			●	●	●

Construction, Commissioning and Start-up Support	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Create COC, Commissioning & Start-up Checklists (static & dynamic)	●	●	●	●	●
Site Support of Construction Activities	●	●	●	●	●
Observe rough-in construction for compliance with plans, specs, and details (Install Support Team Member)	●	●	●	●	●
Lead Packaging Construction Manager			●	●	●
Lead Packaging Commissioning Engineer - Complete Static and Dynamic Checkout Process using Checkout Documentation			●	●	●
Safety Practices – PPE and LOTO	●	●	●	●	●
GMP Practices and Understanding Sanitary Design		●	●	●	●
Develop Start-up Plan & Perform as Start-up Manager			●	●	●

Training, Coordination, Client Interface	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Small Project Primary Client Technical Contact		●	●	●	●
Mid-Size Project Primary Client Technical Contact			●	●	●
Large Scale Contact Primary Client Technical Contact				●	●
Small Project Primary DG Engineering Coordination Resource		●	●	●	
Mid-Size Project Primary DG Engineering Coordination Resource			●	●	
Large Scale Project Primary DG Engineering Coordination Resource				●	

Interpersonal & Leadership	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Lives the five values of Dennis Group	●	●	●	●	●
Careful, active listener	●	●	●	●	●
Effective Verbal & Written Communication with team members, suppliers/vendors, customers	●	●	●	●	●
Resolve conflict for a positive outcome	●	●	●	●	●
Ability to influence team members, supplier/vendors, customers	●	●	●	●	●
Set SMART goals and objectives		●	●	●	●
Capable of working effectively within a team through collaboration and compromise, understanding roles and responsibilities	●	●	●	●	●
Organizes thoughts, data, information resulting in good time management and meeting deadlines	●	●	●	●	●
Ability to plan and schedule activities and tasks, including effective use of Microsoft Excel		●	●	●	●

Ability to develop schedule activities and tasks, including effective use of Microsoft Project tool			●	●	●
Positive role model and ability to keep team members motivated			●	●	●
Demonstrates good decision making/Judgment	●	●	●	●	●
Lead Team of Engineers, Designers, Vendors on a Specific Project			●	●	●
Mentoring, coaching, and training of Employees		●	●	●	●
Positive attitude manifested by mutual respect and teamwork	●	●	●	●	●
Desires to be held accountable, demonstrates ownership in actions & decisions	●	●	●	●	●
Often advises other personnel in terms of how to approach engineering problems			●	●	●
Technology Lead – recommend software and other methods of improving work flow			●	●	●
Develop Methods, Standards, Documents, Quality Control Procedures			●	●	●

Packaging Areas	Engineer I	Engineer II	Engineer III	Principal Engineer	Team Leader
Filling (Expertise in 1 or more) <ul style="list-style-type: none"> • Liquids <ul style="list-style-type: none"> ○ Cold Fill ○ Hot Fill • Aseptic Fill <ul style="list-style-type: none"> ○ Powders ○ Solids • Solids by weight • Solids by piece • Solids by volume • Other 		●	●	●	●
Filling (Expertise in 2 or more)			●	●	●
Filling (Expertise in 3 or more)			●	●	●
Primary Packaging (Expertise in 2 or more) <ul style="list-style-type: none"> • Pouches • Bags • Bag in Box • Cans • Bottles • Trays • Wrapped • Other 		●	●	●	●
Primary Packaging (Expertise in 3 or more)			●	●	●
Primary Packaging (Expertise in 4 or more)				●	●
Secondary Packaging (Expertise in 2 or more) <ul style="list-style-type: none"> • Cartons • Trays • Bundles • Shrink • Cases • Other 		●	●	●	●

Secondary Packaging (Expertise in 3 or more)			●	●	●
Secondary Packaging (Expertise in 4 or more)				●	●
Tertiary Packaging (Expertise in 1 or more) • Cases • Trays • Shrink • Other	●	●	●	●	●
Tertiary Packaging (Expertise in 2 or more)			●	●	●
Tertiary Packaging (Expertise in 3 or more)				●	●
Material Handling (Expertise in 2 or more) • Bulk Food Handling • Full Case Conveying • Accumulation Conveyor • Merging • Sorting • Unitizing/Palletizing • Unit/Pallet Load Handling • Other	●	●	●	●	●
Material Handling (Expertise in 3 or more)			●	●	●
Material Handling (Expertise in 4 or more)				●	●
Pallet Racking (Expertise in 1 or more) • Select Rack • Flow Through • Push Back • Other	●	●	●	●	●

Pallet Racking (Expertise in 2 or more)



Pallet Racking (Expertise in 3 or more)



Engineer I

Typical Minimum Experience: 0-3 Years

- Works within a team leader group.
- Work closely with assigned mentor/team leader to learn the ropes of engineering execution.
- Gains knowledge of how packaging system engineering is implemented at DG.
- Learns basic engineering tasks of design and execution.
- Gains exposure to full project life cycle.
- Limited direct client interaction.

Intra-Discipline Mobility: Engineer II

Engineer II

Typical Minimum Experience: 3 - 6 Years

- Works within a team leader group.
- Capable of executing all tasks necessary to complete the engineering on a project from design through execution with minimal support.
- Works autonomously on specific tasks.
- Possesses good packaging engineering capability without being a subject matter expert.
- May present engineering findings to clients but does not act as the primary engineering contact point.

Intra-Discipline Mobility: Engineer III

Engineer III

Typical Minimum Experience: 6 – 8 Years

- May report directly to Office Discipline Manager; does not need to work within a team.
- Capable of executing all task necessary to complete the engineering on a project from design through execution with minimal support.
- Possesses sufficient expertise in both liquid and solid packaging system engineering.
- Subject matter expert for at least one packaging area.
- Strong exposure to all aspects of design/execution on larger projects.
- Capable of being the direct client contact and lead engineer on specific Projects.

Intra-Discipline Mobility: Principal Engineer, Team Leader

Principal Engineer

Typical Minimum Experience: 8+ Years

- Reports directly to the Office Discipline Manager.
- Fully versed in all activities associated with design and execution.
- Has successfully executed several large projects.
- Subject matter expert in multiple areas and specific packaging systems.
- Able to provide guidance and direction to other engineers.
- Interfaces directly with clients.

Intra-Discipline Mobility: Team Leader

Team Leader

Typical Minimum Experience: 8+ Years

- Fully versed in all activities associated with design and execution.
- Has successfully executed several large projects.
- Subject matter expert in multiple areas and specific process systems.
- Responsible for managing Engineers and Junior Engineers. In this capacity they are responsible for:
 - Assigning and monitoring work
 - Mentoring
 - Setting goals and evaluating performance
 - Mapping career movement
 - Addressing workplace performance issues
- Works with the Office Discipline Manager and project managers to obtain work.
- Interfaces with project managers to review deliverables and milestone.
- Supports project teams and backs up team members as necessary.
- Interfaces directly with clients.

Intra-Discipline Mobility: Principal Engineer