

Position: Process Engineer – 3 ECL

Job Code: JP0826

Location: 500 Battery Plant Rd., Smyrna, Tennessee, 37167

About FIXX Energy

FIXX Energy is a battery manufacturer headquartered in Smyrna, Tennessee, operating one of the most established LFP battery production facilities in the United States. The site's history traces back over a decade as a cornerstone of early U.S. EV battery manufacturing, representing a foundation of deep technical expertise and large-scale operational experience. Building on this heritage, FIXX Energy is evolving the platform into a modern, flexible manufacturing business serving the fast-growing energy storage market. The company is focused on delivering high-performance battery cells and solutions and modernizing the American grid—delivering resilient, intelligent power infrastructure that enables the next era of human connection, AI, and advanced manufacturing. By combining proven manufacturing capability with a forward-looking product and market strategy, FIXX Energy is positioned to be a key enabler of the electrified, resilient energy systems of the future.

Key Responsibilities

Responsible for launching and supporting the operation, maintenance, and optimization of battery manufacturing processes; implement and launch manufacturing processes in assigned areas to production readiness, ensuring seamless transitions and ongoing process stability; support post-SOP (Start of Production) activities and optimize production workflows to improve efficiency, quality, and cost-effectiveness; coordinate the installation, commissioning, and qualification of new equipment and tooling in collaboration with vendors and internal teams, utilizing SolidWorks and GD&T for design and implementation; conduct root cause analysis, Design of Experiments (DOE), and Failure Mode and Effects Analysis (FMEA) to improve process capability, efficiency, and product quality; utilize Minitab, SAP, Tableau, and Excel for statistical analysis, identifying trends and making data-driven decisions to enhance manufacturing performance; monitor Overall Equipment Effectiveness (OEE) and perform Kaizen improvement activities to enhance operational efficiency; lead Failure Mode and Effects Analysis (FMEA) processes, document lessons learned, and drive continuous improvement initiatives for process reliability; collaborate cross-functionally with Operations, Maintenance, and Quality teams to identify and implement improvements in safety, quality, delivery, and cost; ensure the proper functioning of , including TwinCAT3, Vision Inspection Systems (Cognex), Sensors (Keyence) to enhance equipment performance and industrial automation and control systems troubleshooting efficiency; develop and maintain process documents, including Work Instructions (WI) and Standard Operating Procedures (SOPs), to standardize manufacturing operations; apply experience from high-precision manufacturing environments, including working with controlled production areas, contamination control strategies, and stringent

quality systems, ensuring compliance with battery manufacturing cleanroom requirements; implement fire protection and industrial safety measures to mitigate risks associated with high-energy battery manufacturing, ensuring adherence to industry standards and regulations; ensure compliance with IATF 16949, ISO 14001, VDA 6.3, OSHA 29 CFR 1910, NFPA 70E (Electrical Safety), NFPA 855 (Battery Energy Storage System Fire Protection), and UL certifications (UL 9540, UL 1642, UL 1973) and other applicable standards; support technicians, team leaders, and maintenance personnel with updates on processes, best practices, and troubleshooting techniques; utilize and apply knowledge of RCA, AutoCAD, ISO quality standards, automation, high-volume/clean-room manufacturing environments, DOE, FMEA, SPC, Kaizen, SolidWorks, GD&T, Tableau, Minitab, Excel, TwinCAT3, and SAP to perform assigned duties; coordinate equipment modifications or acquisitions to support new product launches and production scale-up activities; and provide engineering representation in cross-functional activities involving Facilities, Controls, and other disciplines to support process enhancements.

Salary: \$123,600 per year

What you need

- Education: Bachelors – Mechanical Engineering, Manufacturing Engineering, Engineering Management, or in a related field of study (will accept equivalent foreign degree);
- Training: None;
- Experience: Five (5) years in the position above, as a Sr. Production Manufacturing Equipment Engineer, as a Process Engineer, as a Process Engineer Associate, as an Engineering Intern, or in a related occupation;
- Experience must include all the following:
 - Three (3) years use of RCA, AutoCAD, ISO quality standards, automation, and high-volume/clean-room manufacturing environments.
 - Four (4) years use of FMEA, SPC, Kaizen, SolidWorks, GD&T, Tableau, Minitab, Excel, TwinCAT3, and SAP.
- Will also accept any suitable combination of education, training and/or experience.

What we offer

Welcome to FIXX Energy, where you'll have the opportunity to tackle the world's most fascinating challenges alongside exceptionally talented individuals who are driven to make a difference. We strive to ensure that our employees are well taken care of, enabling them to focus on their work and contribute to our collective mission.

We offer:

- Comprehensive compensation packages including a competitive salary and a rewarding bonus program.

- An inclusive and diverse work environment that fosters and encourages professional and personal development.
- Highly automated, clean, safe, and temperature-controlled production environment
- Medical, Dental and Vision Insurance
- HSA and Flexible Spending Accounts
- 401K with company match
- Life Insurance (Company paid and additional voluntary life available)
- Paid Vacation and 14 Paid Holidays
- Short term and long-term disability coverage (Company Paid)
- Tuition reimbursement

Application Process

Even if you don't meet every requirement, we encourage you to apply. Your application allows us to learn more about you and find potential fits within our team. We strive to respond to all applicants promptly, though times may vary with submission volume. If you don't receive an immediate response, it doesn't reflect on your candidacy; we'll keep your application for future opportunities. Thank you for your patience and enthusiasm as we improve our application process.

Equal Employment Opportunity

At FIXX Energy, we are committed to providing Equal Employment Opportunity (EEO) to all individuals. We participate in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S. Join us in our passion to design, manufacture, and sell high-performance products, contributing to a sustainable and zero-carbon emission future.

Work Environment

The work environment is primarily an automated manufacturing plant with a concrete floor and is characterized by some temperature extremes, moderate noise, and forklift traffic. The individual must be able to perform all essential functions as appropriate on the plant floor, in meetings, and with employees, management, customers and suppliers.

Candidate must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately, and without causing significant safety threat to self or others. The statements made herein are intended to describe the general nature and level of work being performed by employees assigned to this job classification. They are not intended to be construed as an exhaustive and inclusive list of all responsibilities, duties, and/or skills required of personnel so classified.

Hiring is contingent upon successful completion of drug screen and background check. FIXX Energy is a drug-free workplace.

Employer Contact

FIXX Energy, LLC
500 Battery Plant Rd
Smyrna, TN 37167

To apply: Send your resume to careers@fixxenergy.com and reference above job code.