

EMPWR

EMPWR – Automation Controls Specialist

**YOUR
CAREER**

The Automation & Controls Specialist serves as the site subject-matter expert for industrial automation, process control systems, PLC programming, and computerized manufacturing equipment. This role maintains, troubleshoots, improves, and supports automated production systems to maximize equipment reliability, performance, safety, and operational efficiency.

The position requires strong hands-on expertise with PLC-based control systems, HMI/SCADA platforms, industrial networking, motion controls, instrumentation, and computerized manufacturing equipment. The Automation & Controls Specialist evaluates and resolves complex controls issues, supports continuous improvement, and helps reduce unplanned downtime across the facility.

Core Responsibilities

- Maintain, program, troubleshoot, and optimize PLC, HMI, SCADA, industrial networking, and automated manufacturing systems.
- Diagnose and resolve complex equipment and process issues involving controls, electrical, instrumentation, mechanical, and software systems.
- Gather and analyze equipment, process, and production data to identify root causes, improve reliability, and reduce downtime.
- Support equipment startups, commissioning, changeovers, and capital projects, including controls configuration and design support, programming, testing, and implementation.
- Develop and maintain automation documentation, PLC/HMI backups and version control, electrical and control drawings, system configurations, and controls standards.
- Collaborate with Operations, Quality, Maintenance, and Engineering teams to improve safety, performance, efficiency, and product quality.
- Lead continuous improvement initiatives and implement automation upgrades that enhance manufacturing performance.
- Provide technical leadership, coaching, and training for maintenance technicians, electricians, operators, and other employees who interact with automated systems.
- Ensure control systems and related work comply with applicable safety, GMP, regulatory, cybersecurity, and company requirements.
- Document troubleshooting activities, corrective actions, program changes, and system modifications within the CMMS and other applicable records.

Department Expectations

- Perform all work safely and follow applicable lockout/tagout, electrical safety, GMP, and site safety requirements.
- Maintain clean, organized, and safe work areas and ensure maintenance activities are fully completed before

equipment or workspaces are returned to operation.

- Use the CMMS consistently to document work orders, parts usage, unresolved issues, and completed work.
- Promptly identify, communicate, document, and, when appropriate, correct equipment or facility issues discovered during the course of work.
- Collaborate respectfully across departments, actively participate in problem-solving, and support the success of the broader EMPWR team.

Technical Qualifications

- 5+ years of progressively responsible experience supporting automated manufacturing equipment, industrial controls, PLC programming, and production systems.
- Technical education, certification, apprenticeship, or formal training in industrial automation, electrical systems, mechatronics, instrumentation, programming, or a related field preferred; equivalent directly related industrial automation experience accepted in lieu of formal education.
- Advanced knowledge of PLC programming and troubleshooting, preferably Allen-Bradley/Rockwell, Siemens, or equivalent platforms.
- Experience with HMI, SCADA, VFDs, servo systems, instrumentation, and industrial communication networks.
- Proven ability to evaluate, troubleshoot, and resolve complex issues involving integrated electrical, mechanical, software, and automation systems.
- Ability to read and interpret electrical schematics, control drawings, P&IDs, technical manuals, and equipment documentation.
- Demonstrated experience leading root cause analysis, reliability improvements, and continuous improvement initiatives in a manufacturing environment.
- Strong communication, organization, project coordination, and cross-functional collaboration skills, with the ability to support Operations, Maintenance, Quality, and Engineering teams.

Food Safety Responsibilities

- Act immediately on identified food safety concerns and escalate issues as appropriate.
- Follow and reinforce GMP requirements during all maintenance and controls activities.
- Ensure equipment is clean, inspected, and approved as required prior to returning it to production.
- Coordinate with Quality and Operations when maintenance or controls work may affect food safety or product integrity.
- Stop work or production when food safety cannot be reasonably assured and immediately notify the appropriate leadership.

Physical Requirements

- Ability to communicate effectively with employees, contractors, vendors, and other stakeholders and to understand technical documentation, safety instructions, and equipment information.
- Frequent standing and walking throughout a manufacturing environment, with periods of sitting and computer-based work.
- Occasional bending, stooping, squatting, kneeling, twisting, climbing steps or ladders, reaching overhead, and working at heights as required to access and troubleshoot equipment.

- Frequent use of hands and arms for computer work, tools, equipment controls, grasping, handling, and other job-related tasks.
- Ability to safely lift and carry up to 50 pounds.
- Ability to work in and around operating manufacturing equipment and in varying environmental conditions while using required personal protective equipment.

Other Duties

This job description is intended to describe the general nature and level of work performed. It is not intended to be an exhaustive list of all duties, responsibilities, or qualifications. Management reserves the right to assign additional responsibilities or modify job duties based on business needs

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