

Advanced Polymer Valve Engineer– Richards Industrials

Location: Fletcher, NC

Job type: In-person full time (40-hours/week)

Reports to: Director of Operations, Equilibar

The Company

Richards Industrials, founded in 1961, is a manufacturer of pressure regulators, control valves, and other fluid control products, known by our customers for high-quality products, excellent customer service, and fast & reliable deliveries. Our products are marketed under a series of distinct brands, each used for unique applications that require precise technical attributes. The company serves a range of end markets, including pharmaceuticals, food & beverage, chemicals, petrochemicals, and various industrial segments.

The company has two locations, Cincinnati, OH and Fletcher, NC with a global headcount of 190. Equipped with an experienced, passionate team, our company focuses on driving profitable growth through operational excellence, opening new channels to market, and investing in new products.

The Equilibar Division of Richards Industrials is a 32-person team that designs and manufactures custom fluid-control valves for research and industry worldwide. We place a high emphasis on curiosity, and we value our ability to move fast to outpace larger companies. Our products have played key roles in advancing space flight, developing next-generation vaccines, testing the performance of zero-emissions fuel cell engines, and much more.

Richards Industrials has four Core Values:

- Empowerment – Employees are our most valuable asset
- Collaboration – Together we achieve more
- Pioneering Spirit – Curiosity and innovation are our driving forces
- Service Mindset – Never stop advocating for the Customer

And our purpose is ***to solve tomorrow's demanding fluid control problems today.***

The Position

As part of the Equilibar Team, you will join a group dedicated to bringing high-performance fluid-control technologies to market. In this role, your time will be divided between:

1. **Sustaining and scaling our single-use product lines**, and
2. **New product development for advanced polymer valve technologies** used in single-use biopharma, OEM vacuum systems, and aggressive-chemistry semiconductor applications.

You will work across the supply chain, quality, engineering, and vendor networks to support existing products while helping introduce new valve designs from concept through early production. The

position requires strong analytical skills, clear communication, and an ability to manage shifting priorities based on data. We value employee development and provide dedicated training for successful outcomes. You will report to the Equilibar Director of Operations.

Responsibilities May Include, but Are Not Limited To:

Vendor & Supply Chain Coordination (Single-Use Sustaining)

- Serve as a business and technical liaison with vendors to ensure product specifications align with manufacturing workflows.
- Analyze quality and production data to identify improvement opportunities and coordinate corrective actions.
- Utilize the ERP system (NetSuite) for purchase orders, work orders, inventory records, and scheduling activities tied to single-use products.

Internal Engineering & Quality (Single-Use Sustaining)

- Conduct production and quality data reviews to support root-cause analysis and process improvements.
- Incorporate updates from industry standards bodies and assess impacts on supply chain or manufacturing practices.
- Collaborate with engineering technicians to execute test plans, maintain structured data sets, and support in-house quality or exploratory testing.
- Contribute to the development of SOPs, training materials, and industry-aligned manufacturing practices.

New Product Development (Polymer Valve Technologies)

- Support design and feasibility work for new polymer valves serving biopharma, vacuum, and semiconductor markets.
- Assist in defining design requirements, material selections, drawings, and early-phase specifications.
- Coordinate prototype builds and test activities, including pressure/vacuum performance, chemical compatibility, and manufacturability assessments.
- Analyze test data and document findings to support iterative design improvements.
- Participate in scaling new designs to production, including vendor engagement, pilot-run evaluation, and alignment with regulatory and cleanliness expectations.
- Support creation of control plans, standard processes, and qualification packages for new components.
- Maintain organized NPD documentation, design inputs/outputs, test reports, and revision histories.

Skills and Experience Qualifications:

- B.S in Engineering or related technical field required.
- Strong organizational and data analytical skills.
- Effective communicator, particularly communicating technical topics effectively to a broad audience.
- Self-starter and collaborator
- Keen sense for prioritizing tasks in a dynamic environment.
- Strong ability to conduct root cause analysis, troubleshoot issues in the manufacturing process, and implement corrective actions.
- Preferred experience in high-volume manufacturing or knowledge of quality systems to aid in manufacturing improvements.

Additional Information:

- This is a full-time salaried position
- Travel to vendor and client locations may be required (within the continental US) up to 4 weeks per year
- Compensation is commensurate with education, experience, and skills.
- This position is based at Equilibar's facility in Fletcher, NC.
- Richards Industrials has a competitive compensation and benefits package.

Personal Characteristics:

- Strong work ethic
- Organized and detail-oriented
- Motivated and proactive
- Curious and creative
- Disciplined
- Committed to Continuous Improvement
- Outstanding Problem Solver
- Adaptable, able to thrive in a dynamic work environment

Why would this role be exciting for me?

- We offer great potential for learning and impact in a collaborative setting that fosters growth and creativity.
- Richards Industrials and Equilibar are profitable, thriving companies investing in growth - career development is important to us.
- This is an opportunity to join a talented, hard-working team pushing itself to be the best it can be.
- We participate in and encourage community outreach through philanthropy and service.

For full consideration, please submit a **cover letter** identifying your interest in the job and a **resume** via email to careers@equilibar.com with "Advanced Polymer Valve Engineer" in the subject line.