

What To Expect Tesla's Fremont Industrial Engineering team is seeking a highly skilled and experienced IE to join the team and work with the feeder shops including Casting, Stamping and Plastics. A successful industrial engineer will use his/her process improvement experience to quantitatively assess current production/business system performance and execute change to reduce cost and optimize capacity. This role demands excellent communication and interpersonal skills as well as a holistic understanding of manufacturing operations. Industrial engineers will not only execute on change, but also prioritize projects based on opportunity. Industrial engineers will work across departments with production, design, quality, finance, supply chain, demand planning, production planning, and various engineering teams to improve factory operations and reduce cost. A successful IE team member will balance short-term tactical improvement with long-term business process and systems improvement.

What You'll Do

- Identify, quantify, compare, and execute production process improvements to drive safety and ergonomics, quality (first pass yield), availability (uptime), performance (cycle time variability), capital utilization, and demand attainment
- Create and implement tools to audit efficiency and identify cost reduction opportunities across Tesla
- Define and manage operational metrics for current and future production systems
- Calculate, propose, and implement new methods and processes for existing production systems
- Educate and engage cross-functional teams in importance of continuous improvement
- Manage and communicate improvement opportunities and implementation plans to all relevant levels and functions in the factory

What You'll Bring

- Degree in Industrial Engineering, Mechanical Engineering, Engineering Management, Operations Research or with equivalent experiences
- Outstanding critical thinking and communication skills, with a very high level of emotional intelligence, autonomy, and servant leadership
- Innate ability to fully comprehend new processes and systems quickly, with high attention to detail
- Industrial cost control/reporting/analysis experience in high volume manufacturing environments
- Advanced-level MS Office skills (primarily Excel and Visio)
- Leadership/management experience and/or end-to-end project management experience
- Experience with castings, stamping, plastics is a plus
- Experience with industry-standard

problem-solving methodologies (A3, ATS, UPS), preventive and autonomous maintenance concepts, time/motion study analysis (MODAPTS preferred), continuous improvement (6 sigma techniques, lean manufacturing), and change management

Experience with applied mathematics and operations research (linear and non-linear programming, stochastic simulation methods)

Experience with any/all of the following: simulation modeling software (FlexSim), data visualization software (Tableau, Splunk), design software (SolidWorks, CATIA), programming languages (SQL, Python, MATLAB, VBA)

Benefits

Compensation and Benefits

Along with competitive pay, as a full-time Tesla employee, you are eligible for the following benefits at day 1 of hire: Aetna PPO and HSA plans > 2 medical plan options with \$0 payroll deduction Family-building, fertility, adoption and surrogacy benefits Dental (including orthodontic coverage) and vision plans, both have options with a \$0 paycheck contribution

Company Paid (Health Savings Account) HSA Contribution when enrolled in the High Deductible Aetna medical plan with HSA Healthcare and Dependent Care Flexible Spending Accounts (FSA) 401(k) with employer match, Employee Stock Purchase Plans, and other financial benefits

Company paid Basic Life, AD&D, short-term and long-term disability insurance Employee Assistance Program Sick and Vacation time (Flex time for salary positions), and Paid Holidays

Back-up childcare and parenting support resources

Voluntary benefits to include: critical illness, hospital indemnity, accident insurance, theft & legal services, and pet insurance

Weight Loss and Tobacco Cessation Programs Tesla Babies program

Commuter benefits

Employee discounts and perks program

Expected Compensation \$72,000 - \$156,000/annual salary + cash and stock awards + benefits

Pay offered may vary depending on multiple individualized factors, including market location, job-related knowledge, skills, and experience. The total compensation package for this position may also include other elements dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment.,

Tesla