



Position Description

This document is designed to describe the position, its purpose, reporting relationships, key metrics and accountabilities, or expected outcomes. This information is used to determine compensation levels, organize work responsibilities and in the interview process, both for selection and for development.

POSITION TITLE Engineer – MTI Sales / System & Custom Solutions	APPROVED BY
ORGANIZATION MSSG	DATE PREPARED June 2006
LOCATION Japan/Korea/China	PREPARED BY

A. KNOWLEDGE AND EXPERIENCE

What is the level and field of formal education and/or prerequisite experience required to acceptably perform the responsibilities of the position?
example: Bachelors degree in Business Administration or Economics or equivalent experience and a minimum of five years experience in multiple areas of accounting.

Degree in Mechanical Engineering. Min. 2 years of relevant technical and/or sales experience in machine tool industry.

B. KEY ACCOUNTABILITIES

Summarize the top 4-6 regular key accountabilities of the job. Begin with action verbs.

example of one statement: Prepare an annual sales forecast, consistent with product group marketing goals and sales management guidance. Include estimates of sales costs, values of sales, anticipated delivery schedule, gross profit and overall budget for each product.

	ACCOUNTABILITY	Estimated % of total job time
1	To gather marketing report on MTB sales & the prospects end users	5%
2	Receive and distribute information on new projects, new program & new buys of the machines	5%
3	Develop MTI relationship & provide application engineering support	20%
4	To provide custom solutions through TESS/UG application	30%
5	To coordinate projects sales with MTB & regional sales	10%
6	To coordinate with global MTB/Systems team for new products launches & promotions	5%
7	To standardize KM tooling system in MTI machine tools in Japan & Korea	15%
8	Develop new development projects with major MTI in Japan & Korea	10%

Use additional pages as necessary to fully describe the position accountabilities

Competencies

Competencies are skills or abilities required to perform a specific task or job to achieve a defined outcome. Select the competencies necessary for success in the position from the Kennametal Competency Directory.

Competencies for this position:

Kennametal Leader Profile (For supervisory and management positions):

Performance Driven
Leadership
Communication
Practical Judgment and Disciplined Problem Solving
People Selection
Managing Performance

Other Competencies (8-10 refer to Kennametal Competency Directory)

Integrity
Organization and Planning
Creativity & Innovation
Teamwork
Customer Focus
Persuasion
Strong technical competency
Performance driven. Task and result oriented