



"At the Heart of What Drives Your World"

Regal Beloit Corporation is a publicly owned corporation (NYSE: RBC) with operations worldwide. Regal Beloit is a leading manufacturer of electrical and mechanical motion control and power generation products serving markets throughout the world. Annual sales exceeded \$2B in 2008. Regal Beloit is headquartered in Beloit, Wisconsin, and has technology, manufacturing, sales, and service facilities throughout the United States, Canada, Mexico, Europe and Asia.

Regal Beloit has been listed as one of "America's Best-Managed Companies" on *Forbes* magazine's 400 Best Big Companies list (January 2007), and as one of "America's Fastest Growing Companies" in *Fortune* magazine (September 2007).

Job ID: 09-405

Job Title: Gear Product Application Engineer

Department: Commercial Marketing

Location: Union Grove, WI

Key Duties:

This job description sets forth only the major duties and type/level of skill required to perform the job. It does not limit the company's right to assign comparable tasks or related duties incidental to the job.

- Provide expert assistance to the Field Sales staff, sales administration, service department, sales manager, regional sales managers and engineering manager.
- Assist customers, sales representatives, sales administration and sales assistants with the technical aspects of specifying gear motors and gear reducers.
- Analyze customer requests for quotations to determine which of our capabilities will best fulfill the requirement. Considers competitive/market price, potential volume, cost to manufacture, manufacturability, return on investment, and account payment history. Provides detailed quotes including tooling expenditures and terms and conditions to sales representatives or existing/potential customers.
- Analyze applications to determine if products are properly applied, providing guidance to solve problems where possible. Interfaces with Service Department regarding warranty and repair issues as necessary/appropriate.
- Assist the Marketing Coordinator in gathering information and the development of technical detail for assigned products relating to the layout of the product catalog.
- Develop and provide training/education for gearing and associated products to sales representatives, inside staff, customers and others as requested.
- Work closely with the Engineering Manager to enhance technical knowledge and to stay current on technological developments and new product direction, and provide support for engineering projects concerning gearing, applications, and other related products.
- Research and maintain files on competitor's products, sales policies, and distributor programs, and publishes and maintains competitive profiles for field sales' use.
- Coordinate relationship with other RBC divisions as required.
- Assist in creating sales and technical literature to support geared products.
- Direct the applications of and assists in the development of custom geared products for OEM's.
- Exemplify the value system of RBC, with strong focus on moral leadership, competitiveness, self/employee development, and accountability.
- Responsible for understanding and complying with company quality policy as it relates to his/her area of responsibility.
- Keep the commercial team advised of potential problems or opportunities within all territories.
- Perform other duties and projects as assigned.

Standards for Evaluating Performance:

- Demonstrated expertise in the application of assigned products and a sound working knowledge of geared products and applications.
- Demonstrated ability to establish and maintain solid working relationships with inside sales, sales representatives, gearing alliance partner(s), and customers
- Maintaining and conveying an enthusiastic attitude towards the job and Grove Gear with all contacts.
- Leadership displayed in developing and delivering training programs in the application and technical details of assigned products.
- Demonstrated ability to directly improve Net Promoter Score on customer survey.
- Accuracy, efficiency, completeness and timeliness of work.
- Demonstration of product and process knowledge.
- Provide constructive recommendations to improve operating effectiveness of the team and department.
- Achievement of an acceptable level of gear sales growth.

Experience Requirements:

- Two year Associates Degree in Mechanical Engineering Technology from an accredited University or equivalent experience with mechanical power transmission products.
- Understanding of Lean manufacturing principles and Six Sigma problem solving a strong plus, with proven track record of leading continuous improvement in a complex manufacturing environment.
- Strong mechanical aptitude
- Proven experience with Microsoft products including PowerPoint, Excel, and Word.
- Strong communication skills and demonstrated ability to perform presentations in front of people.
- Ability to travel.
- Experience with selection/application of electrical/mechanical components, including gear reducers, pulleys, motors and drives a plus.

We offer a competitive salary and benefits package including 401(k). Qualified candidates should fax/email resume with salary requirements to:

Grove Gear Division
Regal Beloit Corporation
1524 15th Ave.
Union Grove, WI 53182
Fax: 262-878-0467
Email: hr.grovegear@regalbeloit.com
Subject: Gear Product Application Engineer