

**Company:** *Honeywell Federal Manufacturing & Technologies (FM&T)*

**Website:** [www.honeywell.com](http://www.honeywell.com)

**Company Description:** *Honeywell International* is a \$37+ billion diversified technology and manufacturing leader, serving customers worldwide with aerospace products and services; control technologies for buildings, homes and industry; automotive products; turbochargers; and specialty materials. Honeywell has more than 132,000 employees in over 100 countries around the world and has a demonstrated heritage of innovation and achievement. Headquartered in Phoenix, Arizona, **Honeywell Aerospace** has approximately 40,000 employees around the world and annual revenue of \$12+ billion. Thousands of Honeywell Aerospace technologies, products and services are found on virtually every commercial, defense and space aircraft worldwide. Honeywell Aerospace develops solutions that span air traffic modernization, flight and runway safety, engines, cockpit and cabin electronics, wireless connectivity, logistics and much more. In doing so Honeywell Aerospace delivers safe, efficient, productive and more comfortable transportation experiences for manufacturers, airlines, business and general aviation aircraft, military and airports through three divisions, Air Transport and Regional, Business and General Aviation and Defense and Space.

The **National Security Campus (NSC)** is a U. S. Department of Energy, National Nuclear Security Administration facility managed and operated by Honeywell Federal Manufacturing & Technologies (FM&T). Honeywell FM&T's primary business is to manufacture sophisticated mechanical, electronic and engineered-material components for our nation's defense system. Their goal is to seek innovative solutions that surpass customers' expectations. To accomplish this, Honeywell FM&T researches, develops and deploys some of the most advanced design and manufacturing technologies in use in the United States today. All positions at FM&T require U.S. citizenship and ability to obtain and maintain a government security clearance. Honeywell FM&T is on the leading edge of supplying engineering and manufacturing expertise for our nation's defense and national security.

**Position:** *Engineers - (Multiple openings \$80K - \$105K)*

Engineering business management and technical design and project leadership roles are highly visible and critical roles at Honeywell's Kansas City plant that leverage both technical engineering expertise and business project management competencies. Often these roles are the single point of contact lead for management of the control account(s) for one or more engineering product/project(s) with responsibility for overall technical control of project scope, schedule and cost. In this role, you will be responsible for leading, coordinating, and communicating activities with production, product teams, the national design labs, and other function internal/external stakeholders. Responsibilities include:

*Leadership & Communication*

- Leads engineering technical project teams to develop, manage and report on detailed project attributes including technical requirements, cost, schedule, resources, and risk mitigation for multiple projects.
- Creates and manages Project Management Plans (Scope, Time, Cost, Risk Management, Stakeholder, Quality, Communication, HR, etc.) for various control accounts & negotiates / commits project scope of work schedule.
- Negotiates with Stakeholders, external customers, and partners to establish Milestones/Deliverables.
- Conducts Internal & External Project Reviews; Interfaces and provides overviews to NNSA, DoD customers.
- Monitors and controls projects in partnership with Engineering Project/Technical Leads, Integration Engineering, and Program Management including coordination and facilitation of activities and resources.

*Operational Metrics & Performance Goals*

- Tracks and evaluates key performance metrics across multiple projects & verifies/validates assessments.
- Escalates and works to remove obstacles for project.
- Drives timely and cost effective execution of projects including close out of completed projects.

*Process Improvements and Other responsibilities:*

- Acts as the Financial Project Manager and is responsible for all administrative tasks, reporting, & reviews.
- Manages forecasts within project tools to improve accuracy and reliability for budget, resource and planning.
- Utilizes Earned Value Management (EVM) techniques and reports on progress including variance mitigation.
- Provides out years estimates, forecasts, and assumptions & negotiates and commits budget for project.
- Creates "what if" scenarios, generates and gains approvals on change requests, and authorizes & monitors work against control accounts.

## Positions Details:

**Location:** Kansas City, MO

**Shift:** Monday-Friday day time hours, but must be flexible/able to work otherwise as required.

**Relocation:** Outstanding relocation benefits are available for these roles.

**Supervisory:** These roles are initially individual contributor roles with significant leadership responsibilities of internal/external function teams of 10-30 associates depending on the role, department, etc.

**Requirements:** Honeywell hires outstanding leaders who are top-notch transitioning/former junior military officers that possess a great mix of both superb leadership and exceptional performance. Candidates must be US Citizens and be able to obtain and US Department of Energy "Q" security clearance. An ABET-accredited **BS in Electrical, Mechanical, Chemical or Aerospace Engineering** is required for these roles. Candidates must also have a minimum of 3-years' experience in managing multi-million dollar projects with a proven track record of delivering results on time and within budget. While not required, candidates preferably will have lean/six-sigma experience/certification, Project Management certification (PMP, SE, etc.). Candidates must have excellent analytical, problem-solving, and decision-making skills with solid business acumen. The best candidates will have a history of success in the above areas that stand out among peers in mission accomplishment and results, including the ability to maintain/sustain high positive employee relations, manage multiple priorities against tight deadlines, apply procedures and policies, and effectively address/successfully handle all employee-related issues.

**Career Progression:** At Honeywell, you will progress in an environment that attracts excellent talent, creates challenging assignments, offers competitive rewards, and fosters constructive communication. Honeywell is one of the most admired and respected companies in the world. Successful candidates will be afforded a multitude of career growth opportunities in many business divisions in Honeywell.

**Benefits:** In addition to a competitive salary, Honeywell offers outstanding medical/dental/vision plans; an excellent 401K (up to 8% match of employee contribution); bonus opportunities based on company performance (0-5% of salary annually); tuition reimbursement; and an excellent training program.

**Keys to Successful Interview:** Honeywell is not only looking for the above skill set, but also for people that are willing to go above and beyond and understand a customer first philosophy. Prove that you can apply the same principles that led to excellence on active duty to be successful at Honeywell.

Use **STAR** (see below) to describe difficult situations and the actions you took to reach a successful conclusion. Demonstrate through examples that you are an individual who is driven, goal-oriented, confident, self-directed, extremely well organized and a strong leader with exceptional communication ability. Understand the requirements as listed above and show your enthusiasm for a great opportunity like this. Conduct your own research and be ready to ask insightful, intelligent and well thought out questions.

For situational questions ("Tell me a time...", "Give an example...") package examples using **STAR** format: **Situation** (where, when, etc. – set the stage with detail). **Task** (what you were setting out to achieve within a timeframe). **Actions** (provide most detail here with what you did, how you did it, who you dealt with, what you said, etc...details!). **Results** (tangible, quantifiable result, %, #s, awards that tie back to the task).

The following are also very critical attributes/experiences to focus your answers around:

- Fostering Teamwork & Diversity: very high interpersonal skills to handle difficult situations & diffuse conflict.
- High level of ability to identify & evaluate appropriate courses of action for definition & resolution of problems
- Experience in developing win-win relationships.
- Good communication skills with the ability to provide a clear vision for internal and external teams.
- Experience leading teams focused on problem solving and driving improvements.
- Demonstrated self-starter & the ability to perform with minimal supervision.

**Be sure to think about the 12 Honeywell Behaviors as you prepare for this interview. This is Honeywell's culture and what they look for in all of their employees for personal and professional development:**

- Growth & Customer Focus
- Leadership Impact
- Getting Results
- Making People Better
- Championing Change/6-Sigma
- Fostering Teamwork & Diversity
- Global Mindset
- Intelligent Risk Taking
- Self-Awareness/Learning
- Effective Communication
- Integrative Thinking
- Technical/ Functional Excellence

Honeywell is a leader in its industry because of a number of factors. Innovation, determination, a commitment to excellence, but mostly because of one factor in particular...people. The company has built a reputation of understanding the needs and challenges faced by their customers, and then applying those issues to their business process. The end result is a large company with a small company feel, which is truly in-tune with what its customers expect. Showing that you are of this same mindset, that your background has examples of a similar approach to business – no matter what field it is in, and combining these traits with a dynamic and outgoing personality are the keys to becoming part of the Honeywell team.

