

**Job Title:** Process Engineer

Allium is an advanced steel cladding technology company focused on solving critical challenges with the pace of innovation in the steel industry and the longevity of infrastructure. Allium is working to change the way that steel is manufactured to enable it to resist corrosion with an innovative cladding process. This technology can more than triple the lifetime of key infrastructure, lower construction costs, and build critical climate resilience.

This role will support Allium to operate its first cladding facility and shape Allium's approach to creating efficient, reliable, and rapidly scalable products across multiple steel mills. A strong candidate will be able to roll up their sleeves and own a wide range of initiatives across new product integration, contract manufacturing and process development. Allium's Process Engineer will grow with the company as an engineer and potential leader with direct contributions to operations, quality, safety, maintenance, and engineering.

Role & Responsibilities:

Build out steel rolling capabilities:

- Own process integration of Allium's cladding technology within partner steel mills.
- Develop and optimize steel mill processes to improve yield, reduce defects, and minimize cycle times.
- Design and implement measurement and inspection systems tailored specifically to Allium's products and processes.
- Provide engineering support to production teams, troubleshooting process issues and implementing corrective actions to ensure consistent quality and throughput.
- Collaborate with the Quality team to ensure processes comply with Quality Management System (QMS) requirements, customer specifications, and steel industry standards (e.g. ISO 9001, AASHTO, ASTM).
- Lead initiatives using Lean Manufacturing, Six Sigma, or other methodologies to enhance process efficiency and reduce waste.
- Lead metallurgical testing and analysis for root cause identification and remediation.
- Create and maintain detailed process SOP documentation, including work instructions, process flow diagrams, and technical reports. Provide necessary guidance and instruction to operators to ensure compliance with established training protocols.
- Work with R&D, Maintenance, Safety, Quality, and Manufacturing teams to support new product introductions and process scale-up.
- Ensure processes adhere to safety standards and conduct risk assessments.

- Track, document, and manage task and project level assignments, and quantify the end to end impact of process improvements.

Minimum Qualifications:

- **Education:** Bachelor's degree (B.S.) in Materials Science, Manufacturing Engineering, Metallurgy, or a related engineering discipline.
- **Experience:** 2+ years of professional engineering experience; a diverse mix of hands-on technical backgrounds will be considered. Experience working in a high throughput environment to solve quality issues using statistical data that contribute to product defects.
- **Technical Skills:** Strong analytical, diagnostic, and problem solving capabilities, with direct experience utilizing microscopy, tensile, charpy, and hardness testing.
- **Major Bonus, Metallurgical Mill Experience:** Hands on experience in a steel mill and/or metallurgical lab setting.

Preferred Qualifications:

- Hands-on manufacturing and/or production engineering experience.
- Comprehensive knowledge of hot rolling, steel forging, and heat-treatment processes.
- A Lean Six Sigma belt or experience working within ISO 9001 frameworks.
- Familiarity with robotics, automation systems, or additive manufacturing.
- Familiarity with NDT (in line heavy plus), SEM/EDX, Bend test, Corrosion testing, and chemical analysis

Location and Work Model: 4 days onsite in Billerica, MA, 1 day wfh, frequent domestic travel.

- While our ideal candidate is based in the Boston metro area, we welcome applicants from the broader region who can reliably commute to our Billerica facility 4 days a week.
- Roughly once a month, you'll hit the road for domestic travel to visit steel mills across the US. Because heavy industrial environments operate 24/7, **weekend availability is required** to support mill operations, project turnarounds, or travel days during these monthly trips.

Compensation & Benefits

- **Base Salary Range:** \$85,000 – \$100,000 / year

- **Additional Earning Potential:** Eligible for our production performance incentive program with estimated on-target earnings of \$5,000–\$10,000 per year
- **Benefits:** Includes unlimited PTO, premium medical/dental/vision insurance with above-market employer contribution, and a tiered 401(k) match with up to 4% employer contribution.

How to Apply

To apply for this position, please submit your **resume, cover letter, and three professional references** via email to **jobs@alliumeng.com**.

Please use the subject line: "**Process Engineer – [Your Last Name]**" to ensure your application is fast-tracked to the engineering hiring team.

Allium Engineering is an Equal Opportunity Employer. Allium does not discriminate on the basis of race, color, religion, gender, national origin, age, sex (including pregnancy, childbirth or related medical conditions), mental or physical disability, family status, veteran status, marital status, sexual orientation, genetic predisposition or carrier status, or any other inappropriate bias.