



JUNIOR MANUFACTURING AND PROJECT ENGINEER

Employment Type	Full-time, permanent
Work Arrangement	On-site
Schedule	Monday to Friday, 8:00 a.m.–4:30 p.m.
Locations	2068 Piper Lane and 290 Sovereign Road, London, Ontario
Reports To	Vice President of Manufacturing
Compensation	\$65,000–\$80,000 annually, based on qualifications and relevant experience
Vacancy Status	Existing vacancy – new position

Posting Date: September 16, 2026

With two London locations totaling more than 100,000 square feet, over 40 large modern CNC machines, multiple 10-tonne overhead cranes and a skilled team supporting 24-hour operations, ADJ Industries Inc. is a leader in custom fabrication, welding and machining. We manufacture large, complex components to close tolerances for customers across a variety of industries.

ADJ Industries Inc. maintains ISO 9001:2015 certification and certifications through the Canadian Welding Bureau (CWB) and American Welding Society (AWS) for steel and aluminum welding. ADJ Industries Inc. is also registered with Canada's Controlled Goods Program.

Position Summary

The Junior Manufacturing and Project Engineer is a hands-on, shop-focused developmental position designed to build a broad understanding of ADJ Industries' manufacturing operations, customers, equipment, processes and workforce. Working closely with the Vice President of Manufacturing, Quality, Production and shop supervision, the position supports day-to-day manufacturing operations and assigned projects. Responsibilities and independent project ownership will increase as the employee develops practical knowledge and experience.

Responsibilities and Accountabilities

Manufacturing and Production Support

- Learn ADJ Industries' CNC machining, welding, fabrication, assembly and inspection processes.
- Maintain a regular shop-floor presence and work with supervisors, operators, programmers, Quality and Maintenance to support daily production requirements.
- Assist in resolving equipment, tooling, programming, material, quality and manufacturing-process issues.
- Help ensure employees have the drawings, tooling, materials, programs and instructions required to complete assigned work.

- Monitor assigned production and project activities and promptly communicate issues affecting safety, quality, cost or delivery.

Projects and Customer Support

- Support assigned customer and internal projects from initial review and manufacturing planning through production and delivery.
- Review engineering drawings, specifications and customer requirements to support manufacturability, process planning, tooling and inspection decisions.
- Coordinate project actions with Engineering, Production, Quality, Purchasing, Programming, Maintenance and external suppliers.
- Maintain project schedules, action lists and status updates, and follow assigned items through to completion.
- Assist with technical customer communication and assume greater customer contact as knowledge and experience develop.
- Support new-product introductions, prototypes, first-production runs and the transition of new work into regular production.

Process Improvement and Documentation

- Develop and maintain manufacturing routings, work instructions, process-flow diagrams, equipment logs and inspection requirements under the guidance of experienced team members.
- Conduct time and motion studies and assist in maintaining accurate labour and manufacturing standards.
- Identify practical opportunities to improve safety, quality, throughput, cycle time, capacity, material use and production flow.
- Participate in investigations of non-conformances, root-cause analysis and corrective actions, including follow-up to confirm effectiveness.
- Assist with equipment installations, plant-layout changes and other manufacturing or facility projects.
- Maintain accurate project, process, tooling and manufacturing documentation in accordance with quality-system requirements.

Development and Multi-Facility Support

- Support technical training, employee cross-training, onboarding and skills-development activities as requested.
- Provide technical support to supervisors and employees while respecting established reporting relationships.
- Support projects or operational requirements at the Piper Lane and Sovereign Road facilities and, periodically, the Ashland, Ohio facility.
- Take on increasing responsibility for assigned projects, production areas or customer programs as capability and experience develop.

General Responsibilities

- Comply with all company policies, procedures, quality requirements and health and safety standards.
- Wear required personal protective equipment and promptly report workplace injuries, hazards and safety concerns.

- Maintain a professional and respectful approach when working with employees, management, customers, suppliers and other stakeholders.
- Contribute to departmental and company objectives through collaboration, accountability and continuous improvement.
- Perform other related duties and responsibilities as assigned based on operational requirements.

Qualifications

- Bachelor's degree in Mechanical, Manufacturing or Industrial Engineering; a diploma in Manufacturing Engineering Technology; or an equivalent combination of education and relevant experience.
- Entry level to three years of related engineering, manufacturing or project experience. Co-op, internship and applied academic project experience will be considered.
- Foundational knowledge of manufacturing-engineering principles and an interest in developing practical experience in CNC machining, welding and fabrication.
- Ability to read and interpret engineering drawings, tolerances and technical specifications.
- Strong mechanical aptitude, problem-solving ability and willingness to learn unfamiliar equipment and processes.
- Strong communication and organizational skills, with the ability to manage priorities and follow assigned projects through to completion.
- Proficiency with Microsoft Office. Experience with CAD/CAM, CNC programming, ERP/MRP systems or project-management software is an asset.
- Ability and willingness to travel between company facilities, including periodic business travel to Ashland, Ohio.
- Ability to meet the requirements of the Canadian Controlled Goods Program.

Successful applicants must meet all requirements under the Canada Controlled Goods Regulations (CGR) and must be approved as mandated by Public Works & Government Services Canada and applicable contractual obligations.

Use of Artificial Intelligence:

This recruitment process does not utilize artificial intelligence or automated decision-making systems to screen, assess or select candidates.

Accommodations are available at all stages of the recruitment process. Applicants requiring accommodation should advise us in advance. While we appreciate all applications, only candidates selected for an interview will be contacted.

How to Apply: Please submit your résumé to HR@ADJIndustries.com
Please include “Junior Manufacturing and Project Engineer” in the subject line.