



Drafting Manager

****Must be a U.S. citizen or a U.S. permanent resident (current Green Card holder) .**

About Uni-Systems Engineering

Uni-Systems Engineering is a premier provider of custom mechanization for iconic structures and attractions that create unforgettable experiences. We partner with engineers, architects, and construction managers to mitigate risk and deliver functionally integrated, reliable structures. Our team of mechanical, structural, and electrical engineers deliver custom, project-specific solutions to complex and unprecedented engineering challenges. With expertise spanning industries such as Aerospace, Amusement and Entertainment, Stadiums and Ballparks, Telescope Observatories, and Custom Cranes, we bring engineering excellence to every project.

Visit our website (www.uni-engineer.com) to learn more.

Job Summary

We're seeking a hands-on Drafting Manager to lead, coach, and grow our drafting/design team. You'll establish and enforce CAD standards, set measurable team goals, run a regular coaching and development cadence, and build clear career paths. You will partner with engineering managers and project leads to prioritize work and remove roadblocks, and you'll contribute technically when needed to ensure quality and on-time delivery. This is a people-first leadership role focused on developing a resilient, high-performing drafting organization that consistently supports complex engineering projects.

- Run a regular coaching cadence: weekly one-on-ones and annual performance appraisals
- Create clear career ladders by defining promotion criteria, and coaching staff to next level.
- Deliver consistent performance management by setting and tracking team goals
- Lead technical training and cross-training programs to raise baseline capability.
- Mentor and develop high-potential drafters; provide actionable feedback, stretch assignments, and opportunities to lead small projects.
- Resolve team conflicts, manage resource allocation, and advocate for staffing and budget needs with engineering leadership.
- Partner with HR on recruiting, interviewing, and hiring to ensure cultural enhancement and skill fit.
- Own hiring, onboarding, and retention for the drafting team
- Establish and enforce CAD standards, templates, layer conventions, BOM/release workflows, and documentation quality checks.
- Review/approve drawings and models for accuracy, tolerances, and manufacturability; perform spot checks and shop verification.
- Prioritize and assign workload; monitor throughput and implement continuous improvement to meet project schedules.



- Maintain CAD toolset and PDM practices; recommend tooling or workflow upgrades and ensure team training.
- Provide hands-on drafting/design support as needed (complex parts, assemblies, revisions, BOMs).
- Coordinate with Mechanical, Structural, and Electrical engineering managers and Project Leads to resolve design issues and meet stakeholder requirements.

Job Requirements

Minimal Requirements

- Must be a U.S. citizen or a U.S. permanent resident (current Green Card holder).
- AA/AAS degree in Drafting, CAD, Engineering Technology, or related field
- 3+ years supervisory/managerial experience directly managing drafting/CAD staff.
- 7+ years hands-on drafter/designer experience (SolidWorks or equivalent CAD required).
- Demonstrated experience coaching, running performance programs, and building development plans.
- Solid understanding of fabrication, shop practices, and constructability considerations.
- Strong verbal and written communication; proven ability to influence cross-functional stakeholders

Preferred Requirements

- BS degree in Drafting, Manufacturing Engineering, Mechanical Engineering Technology, or related field.
- SolidWorks certification (CSWE/CSWP) or equivalent.
- Experience implementing CAD standards, PDM workflows, and training programs.
- GD&T proficiency and experience with shop inspection practices.

Benefits of Employment

- Competitive salary and growth opportunities.
- Comprehensive benefits package including medical, dental, vision, life, and disability insurance.
- 401(k) plan with above-market company matching.
- Generous Paid Time Off (PTO) and Paid Company Holidays.
- HSA and FSA options.
- A collaborative culture built on integrity, respect, innovation, value, and enterprise.

If you are passionate about solving complex challenges and shaping innovative solutions, we encourage you to apply for this exciting opportunity at Uni-Systems Engineering!